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K#: 7996

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Location: Pasadena, California

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Local: 399

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AGREEMENT

Between

KAISER FOUNDATION HOSPITALS

**SOUTHERN CALIFORNIA
PERMANENTE MEDICAL GROUP**

KAISER FOUNDATION HEALTH PLAN

and

HOSPITAL AND SERVICE EMPLOYEES UNION

LOCAL 399

S.E.I.U. - AFL-CIO

Effective October 2000 - Feb 1, 2007

222 pages

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Supplement:

National Agreement
Clarification of Employment Security Principles and
Application (from the National Agreement) –
October 20th 1999
Addendum 1 – Corrective Action
Addendum 2 – Issue Resolution

AGREEMENT

This Agreement and Basic Letter of Understanding made and entered into as of this 1st day of October 2000, by and between Kaiser Foundation Hospitals, Kaiser Foundation Health Plan, and the Southern California Permanente Medical Group (hereinafter collectively referred to as "Employer"), and Health Care Employees Union, Local 399, Service Employees International Union, affiliated with the AFL-CIO (hereinafter referred to as the "Union").

100 ARTICLE I – PURPOSE OF AGREEMENT

101 It is the intent and purpose of the parties hereto to set forth herein the basic Agreement covering rates of pay, hours of work, and conditions of employment to be observed between the parties hereto.

200 ARTICLE II – SCOPE OF AGREEMENT

201 Section 1 – Definitions

202 The term "employee" or "employees" as and wherever used in this Agreement, shall mean and include all employees of Employer at the medical offices, hospitals, and business offices of Employer located in Los Angeles and Orange Counties in the State of California, but specifically excluding Medical Doctors, Registered Nurses, Registered Pharmacists, Optometrists, Pharmacy Cashiers, Supervisory employees, and Confidential Secretaries at the Employer's facilities in the counties above specified.

203 Section 2 – Supervisory Employees

204 The Employer recognizes the fact that bona fide supervisory employees are only those who have the authority to hire, promote, discipline, discharge, or otherwise effect changes in the status of employees or effectively recommend such action, and it is not the Employer's policy to establish jobs or job titles for the purpose of excluding such employees from the units as established in Article II, Section 1, of our Mutual Agreement. Supervisory employees will not perform duties normally performed by employees falling within the scope of this Agreement except for training, emergencies requiring immediate action, or under circumstances that are beyond the control of the Employer.

- 205 It is the Employer's intent not to hire or utilize existing supervisors to perform bargaining unit work; however, in an emergency and/or a situation where the delivery of health care services could be compromised it may be necessary for a supervisor to assist until an appropriate bargaining unit employee is available.
- 206 Section 3 – Special Programs
- 207 The Employer agrees that programs such as JTPA, volunteer and summer youth programs shall not be utilized to displace bargaining unit employees or to fill positions previously occupied by bargaining unit employees, nor shall they be used to reduce their hours of work.
- 208 The Employer shall notify the Union upon commencement of JTPA, volunteer and summer youth programs of the number of participants, their classification, work location, hours of work per week, and the duration of the program.
- 209 Section 4 – Courtesy
- 210 The Union and the Employer agree that ethical and fair treatment of one another is an integral part of providing high quality patient care.
- 211 The Union and the Employer agree to encourage all Kaiser Permanente personnel to treat one another, regardless of position or profession, with dignity, respect and trust, and recognize and appreciate the individual contribution each of us makes in our daily work.
- 212 The Union and the Employer agree to encourage all Kaiser Permanente personnel to exhibit a personal, caring attitude toward each person we interact with and do so in ways that ensure courtesy, compassion, kindness and honesty.
- 213 The Union and the Employer agree to encourage all Kaiser Permanente personnel to treat one another in the ways we want to be treated ourselves, including clear communications of expectations regarding performance, support of individual opportunities for growth, and provision of opportunities for input into decisions when they impact people directly.
- 214 The Program's leadership, including all managers, supervisors and physicians, shall be responsible for improving communications among all levels of the organization and shall be accountable for modeling and implementing this philosophy:

300 **ARTICLE III – RECOGNITION AND UNION SECURITY**

301 **Section 1 – Recognition**

302 The Employer recognizes the Union as the exclusive bargaining agent of the employees covered by the Agreement for the purpose of collective bargaining with respect to rates of pay, hours of work and working conditions.

303 In the event the Employers signatory to this Agreement establishes or operates any medical office in Ventura County which serves as a satellite medical office to an existing medical center in Los Angeles County, employees represented and covered by this Agreement who are transferred to said facilities shall continue to be represented by Local 399, and the wages, terms and conditions of this Agreement shall apply to them, for the classifications set forth in this Agreement. In addition, future employees hired by the Employer to work at the above satellite medical office(s) shall be required to meet the Union membership requirements as set forth in Paragraph 306.

304 **Section 2 – Union Membership**

305 All present employees who have become members of or have applied for membership in the Union shall maintain membership therein as a condition of continued employment.

306 All future employees hired by the Employer shall on the thirty-first (31st) day following the beginning of their employment, become and remain members of the Union in good standing or tender to the Union the initiation fees and dues uniformly and periodically required of members as a condition of continued employment; provided, however, that employees in the classifications of Physical Therapists, Speech Therapists, and Occupational Therapists shall not be required to become members of the Union as a condition of continued employment; however, such Therapists who have become or shall hereafter become members of the Union shall be required to maintain membership in the Union hereafter as a condition of continued employment. The Employer shall furnish the Union monthly with the names, addresses, and classifications of newly hired employees covered by the terms of this Agreement by the fifteenth (15th) of the month following date of hire. This list shall be broken down by facility and department.

307 **Section 3 – New Employees**

308 In hiring new employees, the Employer will give full consideration to members of the Union who shall submit completed applications for employment to the Employer's Human Resources Office.

309 The Employer shall provide newly hired employees with a copy of this Agreement.

310 All newly hired employees shall be informed by the Employer of the identity of their Union Steward provided the Employer is in receipt of a current list of such stewards from the Union.

311 Section 4 – Maintenance of Membership

312 Employees who are required hereunder to maintain membership in the Union and fail to do so, and employees who are required hereunder to join the Union and fail to do so, shall upon notice of such fact in writing from the Union to the Employer, be terminated.

313 Section 5 – Checkoff

314 The Employer shall deduct from each Union member's wages, the amount of Union dues and initiation fee uniformly required by the Union of all employees covered by this Agreement who have voluntarily agreed to a written assignment which shall be irrevocable until the termination date of this Agreement. The Employer shall, not later than the Monday following payday after the first full pay period of the month, transmit to the Union the computer magnetic tapes (blank tapes to be furnished by the Union) which are used to generate Union dues and initiation reports.

315 The Union shall indemnify the Employer and hold it harmless against any and all suits, claims, demands, and liabilities that shall arise out of or by reason of any action that shall be taken by the Employer for the purpose of complying with the foregoing provisions of this Article.

316 Section 6 – Subcontracting

317 In the event the Employer elects to subcontract work heretofore performed by employees within the jurisdiction of this Agreement, the Employer shall provide the Union with a thirty (30) day written notice of such intent.

318 The Employer agrees not to subcontract bargaining unit work currently performed by bargaining unit employees if such subcontracting would result in the layoff of bargaining unit employees.

319 Contracted Housekeeping Services

320 The Employer agrees to maintain language in the existing contracts regarding the subcontracting of Housekeeping in small outlying clinics that requires contractors to pay a rate equal to the prevailing SEIU, Local 399/Kaiser contractor rate for Housekeepers. In new contracts, the Employer agrees to include language in contracts that requires contractors to pay a rate equal to the prevailing SEIU, Local 399 rate. Further, should the contractor fail to pay said rate, the contract would be voided.

321 The Union agrees to remove contractors that fail to pay the appropriate rate
from their "Bid List" and should a contractor require clarification regarding
existing or revised rates, the Union agrees to provide such data.

322 The Employer and the Union will engage in the process contained in the
National Agreement to evaluate and address issues related to past, current
and future contracting.

400 **ARTICLE IV – MANAGEMENT**

401 Section 1 – The Union recognizes that there are rights and responsibilities
belonging solely to the Employer such as, but not limited to, the authority to
determine the type and scope of work to be performed and the services and
products, if any, to be provided, to establish schedules of operation and work
load and to decide the methods, processes, means, and places of providing
services and products, except where specifically limited in this Agreement.

402 Section 2 – The authority to select, direct, adjust, transfer, increase and
decrease the working force, to remove employees and to maintain discipline
among, and efficiency of, employees shall be vested solely and exclusively in
the Employer, except as may be specifically limited by this Agreement. The
Union recognizes that the Employer has the right to make and to establish
rules of conduct for employees in or on Employer's property, and to fix and
determine penalties for violation of such rules. The Union reserves the right to
object to the Employer's actions in any of the above respects through the
Grievance Procedure provided for in this Agreement.

500 **ARTICLE V – HOURS OF WORK**

501 Section 1 – Explanation

502 This Article is intended to define the normal hours of work and shall not be
construed as a guarantee of hours of work per day or per week or of days of
work per week. This Article shall not be considered as any basis for the
calculation of overtime.

503 Section 2 – Work Schedules

504 Employer will exercise its efforts in good faith, subject to the requirements of
efficient operations, to the end that employees will be scheduled on a basis of
a normal workweek of forty (40) hours within five (5) consecutive eight (8) hour
days, followed by two (2) consecutive days of rest. This provision for
consecutive days off may only be waived in order to achieve every other
weekend off scheduling. The existing schedules which are acceptable to the

Union and the Employer shall not be deemed to violate the provisions of this section. Employees working thirty-six (36) or more hours per week who were formerly full-time employees prior to a mandatory reduction in force shall be considered full-time employees and shall receive benefits as such for a period of time not to exceed one (1) year from the date of the force reduction. The Employer will neither schedule nor post shifts of less than four (4) continuous hours. This Agreement is not intended to preclude an employee from initiating a written request to work such a shift. With the mutual agreement of management and the Union, such a shift may be scheduled.

- 505 Work schedules at all facilities shall remain posted four (4) weeks in advance in a visible place of ready access to all departmental employees and will be maintained on a weekly basis. If in the interest of efficient operations, it becomes necessary to change or establish schedules departing from the normal workweek or workday, the Employer shall confer with the Union to arrange mutually satisfactory schedules; however, it is understood that the right to establish schedules rests with the Employer, subject to Article IV of this Agreement. Schedule changes will be made by Thursday of the week preceding the schedule change except for emergencies. The parties agree that the Employer will attempt to notify an employee of any schedule changes a minimum of twenty-four (24) hours before such change is to occur. However, failure to contact the employee will not result in penalty to either party.
- 506 Employees working the midnight shift shall be guaranteed two (2) consecutive days off except where employees have requested and been granted work schedules which preclude consecutive days off.
- 507 The Employer will exercise its best efforts to recruit full-time and/or part-time employees in order to provide every other weekend off scheduling. It is the Employer's intent not to alter any more favorable weekend scheduling already in effect unless necessitated by patient care or efficiency of operations. In the event an employee volunteers or is required to work all or part of any second consecutive weekend and alternating consecutive weekends thereafter, the employee shall be paid one and one-half (1 1/2) times the regular rate of pay for all hours worked on the weekend.
- 508 In addition, the Employer agrees with regard to full-time and part-time employees at outlying clinics to make a good faith effort to schedule the maximum number of employees off work every other weekend. Full-time and part-time outlying clinic employees will be guaranteed schedules providing every third (3rd) Saturday off, unless waived by mutual agreement.
- 509 The Employer shall maintain staffing at the outlying clinics commensurate with the work load, and in so doing, shall replace employees on half (1/2) days off where necessary.
- 510 Weekend shall mean Saturday and Sunday except in the case of the night shift which shall mean Friday and Saturday.

- 511 This section shall not apply to an employee who has requested a regular weekend schedule and shall not apply to an employee who has a regular schedule which provides for either every Saturday or every Sunday off.
- 512 Employees working thirteen (13) or more hours in a workday shall receive an additional thirty (30) minute lunch period.
- 513 An employee shall be informed at his/her time of hire as to his/her weekly work schedule. It is understood that such schedule is subject to change in the interest of efficient operations and shall not be construed to imply a guarantee of either a minimum or maximum number of hours of work offered to the employee each week.
- 514 When an employee's regular schedule, shift, or starting time is changed, the employee shall be advised as far in advance as possible. In such instances, seniority will be applied as stated in Article VI, Section 4.
- 515 Employees who are transferring from one shift to another shift, shall receive a minimum of a forty-eight (48) hour break between their last hour of work on the one shift and their first hour of work on the new shift.
- 516 Effective February 5, 2002, there will be no expansion of rotating shifts. No new/additional rotating shifts will be created either by posting, scheduling or changing a current shift. As of June 5th 2002, and thereafter, no positions will be posted to include a rotating shift (even if the posting is to replace a vacancy in what was previously or what is currently a position which includes rotating between day, eve and night shift). This agreement is not intended to preclude an employee from initiating a written request to work such a shift and with the mutual agreement of management and the Union, such a shift may be scheduled.
- 517 In the event it is necessary for the Employer to cancel Bargaining Unit Employees shifts, the Employees shall be canceled according to seniority, where applicable, beginning with the least senior in the following sequence:
- A. Registry/Agency
 - B. Overtime (Previously scheduled at the time of posting)
 - C. Volunteers (Voluntary KTO will not count toward future mandatory KTO)
 - D. Temporary
 - E. On Call
 - F. Resource Network, S.O.S., Central Staffing or other Float Pool
 - G. Part timers on additional shifts/hours
 - H. Least Senior employees regardless of status

As additional hours are available, employees KTO'd will be granted the additional hours pursuant to contract provisions in Article V – Paragraph 518 below.

In the event that standby is available, standby will be offered by seniority on a voluntary basis and subject to stand-by provisions in Article XI, Section 5.

Employees KTO'd may use their available paid time off accounts for the day on which they are KTO'd.

518 Additional intermittent work hours shall be offered, based on seniority, to employees who are interested in working additional hours in the following order:

1. Full-time employees in the same department and classification who, due to KTO, did not work their regularly scheduled number of hours (for which they were hired) in the pay period, until such employees have been made whole.
2. Part-time employees in the same department and classification who, due to KTO, did not work their regularly scheduled hours (for which they were hired) in the pay period, until such employees have been made whole.
3. Qualified full-time employees in the same department, but different classifications, who, due to KTO, did not work their regularly scheduled number of hours (for which they were hired) in the pay period, until such employees have been made whole.
4. Qualified part-time employees in the same department, but different classifications, who, due to KTO, did not work their regularly scheduled number of hours (for which they were hired) in the pay period, until such employees have been made whole.
5. Part-time employees in the same classification and department.
6. On-Call employees in the same classification and department.
7. Other qualified part-time employees in the same department.
8. Other qualified On-Call employees in the same department.
9. May offer to qualified employees outside the department.
10. In-house Registry (when implemented).
11. Registry.

519 The Union and the Employer agree that where there is a need for floating to other areas all qualified employees will be solicited on a voluntary basis first by

seniority. Where there is no volunteer, assignment will be made by inverse seniority, where the employee has the skill and ability to perform the job.

520 An employee who floats between facilities that are two miles or more apart during the work day, shall receive mileage pay and will be paid for reasonable travel time. Additionally, the employee traveling two miles or more will receive a differential of thirty-cents per hour for all hours worked at the second location. Travel time between facilities will be compensated as regular time. Employees that are assigned within the same campus will not be eligible for the location differential.

521 The Employer will give consideration to employees who request to work additional hours in another department or entity. However, in such circumstances, hours worked outside their home department will not count for computation of premium pay except for hours worked in excess of eight (8) hours in one (1) day and hours worked in excess of forty (40) hours worked in one week. Further, such hours will not count toward accrual of seniority in other than the home department.

522 Section 3 – Work Distribution

523 When an employee is absent for any reason and if a replacement cannot be obtained in time, it is the intention of the Employer to equitably distribute his/her essential work load among the other employees in the unit so that no undue hardship may be placed on any individual worker. In patient care areas, the Employer shall maintain staffing commensurate with the work load and shall replace absent employees where necessary. It is further the intent of the Employer to equitably distribute work loads among employees in both single work units and departments, with due regard for employee safety.

524 Section 4 – Split Shifts

525 Effective February 5, 2002, there will be no expansion of split shifts. No new/additional split shifts will be created either by posting, scheduling or changing a current shift. As of June 5th 2002, and thereafter, no positions will be posted to include a split shift (even if the posting is to replace a vacancy in what was previously or what is currently a position which includes a split shift). This agreement is not intended to preclude an employee from initiating a written request to work such a shift and with the mutual agreement of management and the Union, such a shift may be scheduled.

526 Section 5 – Rest Periods

527 Each employee is allowed a relief period during each half of the workday. If continuous operation is required in the job concerned, a substitute will be provided for the relief period. Each employee shall receive a fifteen (15) minute rest period for each four (4) hours worked. In the unusual circumstance where an employee is unable to take time off for a rest period, the employee may request and receive the time equivalent to such rest period at the next scheduled lunch period that day or later in the shift, provided there is no adverse impact on the operations of the department.

528 Section 6 – Shift Differentials

529 There shall be three (3) shifts of work, and the regular starting times are assigned between the hours shown for the respective shifts as follows:

Day Shift (1st Shift)	6:00 a.m. to 10:00 a.m.
Evening Shift (2nd Shift)	2:00 p.m. to 6:00 p.m.
Night Shift (3rd Shift)	10:00 p.m. to 1:00 a.m.

530 For employees not covered by provisions of paragraph 527 above, the appropriate shift differential shall be paid for actual hours worked between 5:00 p.m. and 7:00 a.m. (5pm – 11pm, evenings, 11pm – 7 am, nights).

531 A premium of ninety-nine cents (\$0.99) per hour shall be paid to all employees working the evening shift (2nd Shift) and a premium of one dollar and thirty-five cents (\$1.35) per hour shall be paid to all employees working the night shift (3rd Shift).

532 Shift premium shall be included as part of the base pay for purposes of calculating overtime and premium, notwithstanding Section 8 of Article VI. Shift premiums will be paid for time worked only.

533 An employee who normally receives shift differential will not lose shift differential when attending mandatory meetings.

534 Section 7 – Notice of Intended Absence

535 Employees who are required to be absent from work for any reason will provide their immediate supervisor or designated representative with reasonable notice of such intended absence, and the reasons therefore.

600 **ARTICLE VI – OVERTIME, STANDBY, REPORTING, MILEAGE**
601 **ALLOWANCE PAY AND BILINGUAL DIFFERENTIAL**

601 Section 1 – Purpose

Sections 1 through 10 of this Article are intended to provide the basis for calculation of and payment for overtime and allowed time only.

602 Section 2 – Definition of Terms

603 "Week," as used in this Article, shall mean and consist of the seven (7) day period beginning at 12:01 a.m., Monday or at the shift changing hour nearest that time. In the event the Employer desires to commence the workweek on Sunday instead of on Monday, the Employer will notify the Union. It is understood that such modifications shall be solely for the purpose of achieving every other weekend off scheduling. "Day," as used in this Article, shall mean and consist of the twenty-four (24) hour period beginning at the time the employee commences work. "Overtime Rates," as used in this Article, shall mean the rates for the overtime hours worked as provided in Section 3 of this Article. A day off for purposes of interrupting consecutive days shall be defined as a lapsed period of thirty (30) consecutive hours or more from the time the employee completed their last worked shift to the start of the next shift worked. It is not the intent of this section to avoid payment of overtime or premium payments referred to in this Agreement for employees working more than eight consecutive hours at any time.

The foregoing notwithstanding, nothing in this article will preclude the establishment of Alternative Schedules (e.g. 10 hour shifts/12 hour shifts) at straight time pursuant to those agreements.

604 Section 3 – Overtime Rates

605 All hours worked in excess of eight (8) in any day, or in excess of forty (40) in one week, shall be paid for at the overtime rate of one and one-half (1 1/2) times the straight time hourly rate. In the event an employee's work schedule causes him/her to commence work earlier than in the preceding day, the overtime rate set forth above shall be paid for work in excess of eight (8) hours in the preceding work day only if the employee commences his/her workday two (2) hours or more earlier than his/her preceding workday, but not if the earlier scheduling is made at the employee's request. All hours worked in excess of twelve (12) hours in one (1) day shall be paid for at the rate of two (2) times the straight time hourly rate. All hours worked in excess of sixteen (16) in one (1) day shall be paid at the rate of two and one-half (2 1/2) times the straight time hourly rate. All work performed on the sixth (6) consecutive day of work shall be paid for at the overtime rate of one and one-half (1 1/2) times the straight time hourly rate, except when such schedule results from the request of the employee. All work performed on the seventh (7th) consecutive day of work within a workweek shall be paid at double time (2x). The Employer shall

not require employees to work beyond six (6) consecutive days. The Employer shall not request that employees waive their rights.

606 In departments where required overtime is identified as a chronic problem, the Employer will review the staffing patterns and will take whatever measures are necessary consistent with patient care and operational needs which may include the recruitment and/or training of adequate staff to minimize the use of required overtime.

607 Employees who are asked to work on their day off shall be informed at such time as to whether there will be any further change in their schedule should they accept such work. This provision will not apply to employees on standby status.

608 Section 4 – Rotation of Overtime – Mandatory Overtime

609 Overtime shifts, scheduled and unscheduled, will be rotated within departments (Employer designated) and classifications equitably, except as precluded by Article V, Hours of Work, Section 2 – Work Schedules, Paragraph 506. An employee may choose not to be on the rotation of overtime shift list and should so notify the supervisor in writing on a specific form agreed to by the parties and supplied by the Employer, which shall be posted. Such distribution of overtime or additional hours/shifts shall be applicable to all classifications and shall be done on a facility by facility basis. Mandatory overtime is intended to be restricted to emergency situations. When an emergency situation arises, the Employer will first seek volunteers to fill the necessary shift. Prior to mandating over-time, the Employer will exhaust all practical alternatives. If there is an emergency, in the interest of patient care and/or operational needs, it is necessary to mandate over-time, assignments will be made by inverse seniority (the least senior employee).

610 Section 5 – Standby Pay

611 Effective October 1, 2000 employees on standby status will be paid one-half (1/2) their regular hourly rate of pay, up to a maximum of \$10.00 for each hour on standby status. Effective October 1, 2001, employees on standby status will be paid one-half (1/2) their regular hourly rate of pay, up to a maximum of \$12.00 for each hour spent on such standby status. Standby assignment will be distributed amongst the employees in the department. Volunteers may replace employees who want to give up their assigned standby hours. Volunteers will be accepted in seniority order. Actual work time shall begin when the employee arrives at the Hospital or Medical Center where he/she was called and shall end when the employee leaves the same facilities, provided, however, that the employee shall be guaranteed a minimum of two (2) hours work each time he/she is called in. An employee shall receive time and one-half (1-1/2) his/her regular rate of pay, rather than the standby allowance for all

hours actually worked or guaranteed during the standby period except on a designated holiday. Hours worked on standby while on a designated holiday will be paid at double time and one-half (2-1/2).

612 Section 6 – Reporting Pay

613 Employees who are requested to report for work, or who are scheduled to work and are permitted to come to work without receiving prior notice that no work is available shall perform any work to which they may be assigned. When the Employer is unable to utilize such employees and the reason(s) for lack of work is within the control of the Employer, the employee will be paid for two (2) hours work at the regular rate of pay. In such cases, the authorized supervisor of the employee involved may allow the employee to leave work before the two (2) hours have elapsed. The two (2) hours time must be shown on the employee's time card either by time clock registration or by notation by the supervisor. In either case, the supervisor must sign the time card. The provisions of this Section shall not apply if acts of God or failure of utilities interfere with work being provided, and if the Employer makes a reasonable effort to notify the employees by telegram not to report for work at least two (2) hours before their scheduled time to work. It shall be the responsibility of the employees to notify the Employer of their current address and telephone number. Failure to do so shall preclude the Employer from the notification requirements.

614 Section 7 – Call-In

615 When an employee is called to perform work before or after his/her regularly established shift, he/she shall receive no less than three (3) hours pay at one and one-half (1 1/2) times his/her regular rate.

616 Call-In shall be defined as a call for a full-time employee to perform work after leaving the premises but before he/she is next scheduled for work. The provision shall not apply to any period of time connected to an employee's regularly scheduled shift.

617 Section 8 – Non-Duplication of Premium Payments

618 Overtime or premium payments shall not be duplicated for the same hours worked under any of the terms of this Agreement and, to the extent that hours are compensated for at overtime or premium rates under one provision, they shall not be counted as hours worked in determining overtime or premium payments under the same or any other provisions.

619 Section 9 – Make-up Time

620 An employee who is absent for any reason in any workweek may, if he/she wished to do so, at the sole discretion of the Employer, work on his/her regularly scheduled day off within the workweek, at his/her regular straight time

rate of pay. The provisions of this Section shall not be applicable in cases where an employee received holiday pay or Sick Leave pay for such absences.

621 Section 10 – Overtime Premium – Designated Holiday Weeks

622 When a location, facility, or individual has regularly scheduled overtime, employees shall not be laid off to avoid payment of overtime rates during holiday weeks, provided, however, that departure from this Section may be made by mutual agreement of the parties.

623 Section 11 – Mileage Allowance

624 Employees authorized to use their personal automobile for Employer business will receive mileage allowance pay per mile in accordance with the IRS Rate in effect.

625 Section 12 – Bilingual Differential

626 Employees who have a demonstrated ability in a second language (to include sign language for the hearing impaired) and are routinely required to translate five percent (5%) or more of their work time, shall receive a bilingual differential in the amount of \$65 per month or \$0.375 per hour and paid on all hours compensated per biweekly pay period.

627 Employees shall not be required to translate unless they are receiving the bilingual differential except for emergencies or at times when a designated interpreter is unavailable. Employees not pre-assigned to receive bilingual pay, when requested or required to translate, shall receive bilingual pay for all hours worked that day.

628 A list of all qualified interpreters receiving the bilingual differential shall be posted at each facility which shall include the additional language of fluency and shall be updated quarterly.

629 The parties agree that if an employee declines to translate for a reasonable reason then no discipline will occur. Additionally, if an individual who is not qualified is required to translate then said employee will not be held accountable for any mistranslation.

700 ARTICLE VII – COMMUNITY DISASTER

701 Because of the nature of our medical care organization, it is recognized that a major community disaster could require the services of our organization and facilities far beyond those normally provided. In the event of such a disaster, and in recognition of our obligation to the community, Article V – Hours of Work and Article VI – Overtime, Standby and Reporting Pay, will be inapplicable

during the period of such unusual demands caused by this disaster, provided that the facilities of the organization are made available to non-members as well as members of the Kaiser Foundation Health Plan. It is further provided that Articles V and VI will also be inapplicable during bona fide disaster program drills, excluding educational programs.

800 **ARTICLE VIII – WAGE RATES**

801 Section 1 – Wage Schedules

802 Appendix "A," Classifications and Wages and Appendix "B" Wage Schedules, attached hereto are, by this reference, made a part of this Agreement.

803 Section 2 – Longevity

804 A longevity wage increase of thirty cents (\$0.30) per hour is provided to all employees after ten (10) years of service. In addition, employees with fifteen (15) or more years of service shall receive an additional ten cents (\$0.10) per hour for a total longevity wage increase of forty cents (\$0.40) per hour. Employees with twenty (20) or more years of service shall receive an additional ten cents (\$0.10) per hour for a total longevity wage increase of fifty cents (\$0.50) per hour, and employees with twenty-five (25) or more years of service shall receive an additional ten cents (\$0.10) per hour for a total longevity wage increase of sixty cents (\$0.60) per hour.

805 Section 3 – Lead Wage Rates

806 An employee currently working in a Lead position or an employee who bids on and is awarded a Lead position shall be paid at the Lead wage rate which shall be five percent (5%) over the base hourly wage rate for the position.

807 Any Lead paid more than a 5% differential shall suffer no reduction in wages or withholding of negotiated increases during the term of the contract.

808 Section 4 – No Reduction of Benefits

809 The Employer cannot unilaterally change explicitly stated benefit provisions contained in the contract without bargaining with the Union, nor can the Employer bargain to impasse and implement any such benefit changes. The only exception to this would be in the conformity to law provisions contained in Article XXVI.

810 No employee covered by this Agreement shall, as a result hereof, suffer a reduction in wages or other benefits, since the wage scales and overtime benefits herein set forth are intended to constitute minimum scales only.

- 811 Nothing in this section shall preclude the application of Section 3 – Red Circle rates of Appendix “A” attached hereto, for the purpose of eliminating such Red Circle rates.
- 812 Section 5 – Future General ATB Wage Increases
- 813 Effective October 1, 2001, September 30, 2002, September 29, 2003, and September 27, 2004, the wage schedule shown as Appendix “B” shall be increased by four percent (4%) each year.
- 814 Effective September 26, 2005 the Appendix “B” Wage Schedule shall be increased by a minimum of three percent (3%), which may be increased by an escalator method referenced in the National Agreement. Furthermore, October 1, 2005 wage rates may be renegotiated as part of National negotiations to be concluded prior to October 1, 2005.
- 815 Effective October 1, 2001 equity wage adjustments for certain classifications will be implemented as a result of negotiations over the expenditure of 1 ¾ percent of the bargaining units total payroll as described in the National Agreement. It is the intent of the parties to complete equity negotiations by March 31, 2001.
- 816 In addition to the wage adjustments referenced above, employees may be eligible to receive yearly lump sum bonus checks based on qualifying for Performance Sharing Pay referenced in the National Agreement.
- 817 The parties recognize that during the term of the Agreement wages for various classifications may be insufficient to attract and retain employees due to labor shortages and/or increased competition for health care workers. In order to assure quality patient care/service and insure Kaisers’ standing as the Employer of Choice in the Health Care Industry, wage scales will be adjusted when necessary through the following procedure:
- A. All start rates for bargaining unit positions shall be continuously monitored by a Joint Labor/Management Committee to ensure that such rates are sufficient to attract qualified candidates for open positions. The Committee shall meet monthly.
 - B. Upon mutual agreement or upon request of the Union, the Committee shall obtain market information and negotiate increases to the wage scale of the effected classification(s) to ensure that start rates and the classification wage scale is sufficient to recruit and retain qualified applicants and employees.
- 900 ARTICLE IX – PAID TIME OFF PROGRAM

901 Effective June 1, 2001, the current Earned Time Off (ETO) Program will be replaced by a new time off program. The new program shall provide paid time off for legal holidays, vacation, sick leave and Life Balance days based upon the negotiated and agreed upon schedule and provisions contained in this Agreement. From October 1, 2000 through May 31, 2001 the Earned Time Off (ETO) program shall be in effect.

902 Section 1 – Life Balance Days

903 Effective June 1, 2001 and thereafter, full time employees shall accrue Life Balance Days at the rate of 3.33 hours per month to a maximum of 40 hours at any given time. Eligible Part time employees will accrue Life Balance Days on a prorated basis based on hours paid (up to a maximum of eighty (80) hours per pay period) in the preceding two pay periods. The above notwithstanding, Employees hired after June 1, 2001 will commence accrual from the date of hire. Life Balance Days may be used for any reason the employee chooses without restriction and may be used for less than a full day. In the event an employee elects to utilize Life Balance Days in conjunction with vacation, those Life Balance Days may be granted only after the vacation selection process outlined in this Article. The Life Balance Days will, insofar as possible, be granted on the day (s) most desired by the employee. Life Balance Days, accrued but not used, are paid out upon termination, retirement, or transfer to an ineligible status. Requests for non-emergency Life Balance Day(s) must be made forty eight (48) hours in advance (not including days that a department or work area is closed) for the employee to obtain approval to utilize Life Balance Days. Employees will have preference as to their choice based upon departmental seniority. Life Balance Days requests will be considered for anytime of the calendar year and shall be granted in an emergency situation. In the event that a non emergency request for a Life Balance Day(s) is denied by the Employer, the next request for a life balance day(s), by the same employee, shall be granted as long as the day requested is at least forty eight hours after the day denied. Life Balance Days may be donated to another benefited employee.

904 Section 2 – Holidays

905 An employee shall be eligible for paid designated holidays. The following days shall be observed as designated paid holidays:

New Year's Day
Memorial Day
Independence Day

Labor Day
Thanksgiving Day
Christmas Day

906 In addition, employees may request and be granted one religious holiday of their choice, using a Life Balance Day or without pay, at the employee's option, per year.

- 907 The Employer shall provide all employees with a four (4) week notice regarding the scheduling of all designated holidays.
- 908 All employees shall receive at least one (1) of the following three (3) holidays off unless an individual employee specifically requests that he/she be allowed to work all of them: New Year's Day, Thanksgiving Day, Christmas Day.
- 909 All designated holidays will be observed on the actual calendar day, and all conditions and benefits applying to such holiday will be in effect on that day. However, in the event the Employer closes any of its facilities/departments on the Friday preceding a Saturday holiday or on a Monday following a Sunday holiday, then the Friday or Monday will be designated as a holiday for those employees who do not work either the actual holiday or the designated holiday.
- 910 When a payday falls on any holiday, employees shall be paid on the day immediately preceding the holiday.
- 911 An employee who is normally scheduled to work on a day on which a designated holiday falls may not be displaced by a more senior employee or any other employee. Employees on a unit and shift basis may request assignment or non-assignment to work a designated holiday on the basis of seniority. Should all employees exercise seniority for non-assignment, the Employer shall assign employees by inverse seniority (beginning with the least senior employee) to work the designated holiday.
- 912 Section 3 – Designated Holiday Premiums
- 913 No deduction shall be made from the pay of employees for the observance of the holidays listed above, and compensation for work performed on said holidays shall be at two and one-half (2½) times the appropriate regular rate of pay. Notwithstanding the above, employees may request and such request shall be granted, the option of being paid one and one half (1½) times the appropriate regular rate of pay with a compensatory day off to be taken within the thirty (30) day period before or after the holiday with pay at straight time. For employees working the night shift, the unworked holiday pay and holiday premiums shall apply to the shift in which the majority of hours fall on the actual calendar day of the holiday, except as specified in Section 2, of this Article. An unworked holiday allowance shall be an employee's normal straight time hourly earnings times eight (8). Employees shall not receive shift differential for unworked paid holidays.
- 914 Section 4 – Designated Holiday On Employee's Day Off
- 915 If an employee's day off falls on a designated holiday, he/she shall receive an additional day off of his/her choice which shall be granted within thirty (30) days preceding or thirty (30) days following the holiday with full pay.
- 916 Section 5 – Designated Holiday for Part-time Employees

917 Part-time employees shall receive holiday pay benefits based on the number of straight time hours worked in the two (2) pay periods immediately preceding the pay period in which the holiday occurs. The number of hours of holiday pay received shall equal five percent (5%) of the straight time hours worked in these two (2) pay periods. Notwithstanding the foregoing, part-time employees normally scheduled to work on a Monday shall receive holiday pay for the day not worked equal to their normally scheduled hours for that day.

918 Section 6 – Vacation Eligibility Date

919 The vacation eligibility date determines the employee's accrual rate and is their date of hire, unless it is adjusted for unpaid leaves of absence or for the period of time that the employee worked in an ineligible status. The vacation eligibility date shall mean that period of continuous employment with the Employer, less any absence from employment which exceeds sixty (60) days. Leaves of absence of sixty-one (61) days or more will be deducted in their entirety from the eligibility date. Service Credit shall continue during the entire period of a leave of absence due to industrial illness or injury and Union Leave.

920 Section 7 – Vacation Accrual Schedule

921 Each full-time employee shall accrue vacation hours on a monthly basis in accordance with the following schedule:

<u>Length of Service</u>	<u>Hours per Month</u>	<u>Days per Month</u>	<u>Days per Year</u>
0-4 Years	6.66	0.83	10
5-8 Years	10.00	1.25	15
9-11 Years	13.33	1.66	20
11 Years or More	16.67	2.08	25

922 Employees who are regularly scheduled and work more than forty (40) hours per week for at least six (6) consecutive months of an eligibility year shall earn vacation pay based on the more than forty (40) hour workweek including normally paid premiums.

923 Section 8 – Vacation for Part-time Employees

924 Part-time employees shall receive vacation pay for time taken off on a scheduled day based on their normally scheduled hours that day. Weeks scheduled off will be paid at forty (40) hours or the average hours worked based on the previous three (3) months worked at the employee's option. Part-time employees shall accrue vacation hours prorated based on an average of straight time hours paid (maximum of eighty (80) per pay period) in the preceding two (2) pay periods.

925 Section 9 – Vacation Pay

926 Vacation pay shall be at the base hourly wage rate the employee is receiving
927 on the date the time is taken off. Employees shall not receive their shift
928 differential with vacation pay. Vacation shall not be considered as time worked
929 for the purposes of calculating overtime.

927 Section 10 – Vacation Accumulation and Donation

928 Employees may accumulate up to a maximum of twice their annual accrual.
929 Employees may donate vacation hours to fellow benefited employees.

929 Section 11 – Vacation at Termination or Retirement

930 An employee who terminates employment or retires will receive payment for all
931 accrued vacation at the base hourly wage the employee is receiving on that
932 date.

931 Section 12 – Designated Holiday During Vacation

932 If a paid designated holiday, as set forth in this Article, occurs during an
933 employee's vacation, he/she shall have three options: 1) forty (40) hours
934 vacation pay along with eight (8) hours holiday not worked pay (prorated for
935 part-time); 2) thirty-two (32) hours vacation pay along with eight (8) hours
936 holiday not worked pay (prorated for part-time); 3) forty (40) hours vacation pay
937 along with an additional day off with pay thirty (30) days before or after said
938 designated holiday. The above options shall be applied to vacation periods
939 which are more or less than forty hours. Said options will be requested at the
940 time of vacation selection pursuant to this Article or at the time of the vacation
941 request.

933 Section 13 – "Call Back" From Vacation

934 Employees called back from vacation to work for a period of four (4) days or
935 less shall be paid at the rate of one and one-half (1½) times the appropriate
936 rate of pay for all hours worked. If employees are called back from vacation for
937 a period of five (5) days or more, the vacation shall be rescheduled and the
938 work performed shall be at the straight time regular rate of pay.

935 Section 14 – Scheduling Vacation

936 Employees shall be solicited prior to March first (1st) of the year in order to
937 determine their preferences for vacation. Prior to April first (1st), the Employer
938 shall advise all employees as to when their vacation is scheduled and shall
939 post the full twelve (12) month vacation schedule in a location accessible to all
940 employees.

937 Vacation will, insofar as possible, be granted at times most desired by
938 employees (longer service employees being given preference as to choice
939 based on department seniority). Vacation requests in any department will be
940 granted to the employee with the longest service in the department.

considered at any time of the year. The taking of vacation during Christmas and New Year's shall not be unreasonably denied. The final right to allot vacation periods and the right to change such allotments are reserved to the Employer in order to ensure the orderly operation of the facility. For those employees choosing to split their vacation into three (3) or more increments, seniority will apply only to the first (1st) and second (2nd) choice of vacation increments in each anniversary year. All vacation request forms shall allow the employee to indicate which requested vacation period is his or her first (1st) choice, which is his/her second (2nd) choice, and which is third (3rd) choice.

- 938 The Employer shall notify an employee in writing of approval or denial of vacation requests submitted on or after April first (1st) within four (4) weeks after receipt of said request.
- 939 Should it be necessary to change an employee's scheduled vacation, the employee may opt to receive his/her vacation pay at the time his/her vacation was originally scheduled. Such pay shall be considered as an advance of the monies due the employee at the time he/she subsequently take his/her vacation.
- 940 Transferring employees will be required to select vacation from open dates, at their new department/location, not previously filled by scheduled vacation or approved leaves.
- 941 Requests for vacation in increments of less than five (5) days may be exercised at any time. The employee may request and receive an available existing date(s) to use paid vacation hours subject to staffing needs and efficiency of operations.
- 942 An employee may request and receive personal time off in conjunction with his/her regularly scheduled vacation.
- 943 The Employer will schedule, when possible, the employee's days off in such a way that they are attached to the employee's vacation period.
- 944 Section 15 – Advance Vacation Paycheck
- 945 Two (2) weeks is the minimum advance notice required in order to ensure that an employee would receive his/her vacation paycheck prior to going on vacation.
- 946 Section 16 – Minimum Vacation Period
- 947 The total amount of vacation earned, according to the applicable provisions of this Article, may be taken in one consecutive period. Vacation periods may be split at the request of the employee. An employee may request that he/she be allowed to take vacation in increments of less than five (5) workdays. Vacations may start on any day of the week. The final right to grant such

request is reserved to the Employer subject to the operational needs of the facility and such requests shall not be unreasonably denied.

948 Section 17 – Cash Out – Irrevocable Election

949 Employees may elect to cash out vacation time up to 160 hours per year of their annual accrual. Such election must be made by December of the year preceding the year the cash-out will occur.

950 Section 18 – Life Balance Days in Conjunction With Vacation

951 An employee may utilize Life Balance days in conjunction with vacation. The granting of Life Balance days in conjunction with vacation shall occur only after the annual vacation granting has occurred.

952 Section 19 – Paid Sick Leave

953 Each Full Time employee shall be entitled to receive fifteen (15) sick days with pay per year accumulated monthly at the rate of ten (10) hours per month. Payment of Sick Leave benefits shall commence with the first day of any illness, hospitalization, injury or medical appointments.

954 Effective June 1, 2001 all accrued Extended Sick Leave hours shall be converted to sick leave hours subject to these provisions. There shall be no limit on sick leave accumulation. Paid sick leave shall not be considered an interruption of continuous service. Sick leave shall not be considered as time worked for purposes of computing overtime. Sick leave pay shall not include an employee's regular shift differential. Certification by a physician or visiting nurse duly authorized by Employer may be required whenever it appears to be justified.

955 The Employer agrees to treat absences due to the disability of employees with pregnancy, childbirth or related medical conditions in the same manner as absences resulting from other temporary medical disabilities.

956 If, at the commencement or during the leave related to pregnancy, the employee submits a physician's verification of disability, paid sick leave will commence. All fringe benefits will continue during paid sick leave as if the employee were actively at work. Sick leave pay will continue until exhausted, or the employee is no longer disabled, whichever occurs first. The employee may then apply for an unpaid leave.

957 Accrued sick leave may be used for routine personal medical appointments provided that the employee gives one's supervisor at least ten (10) days advance notice of the appointment. If, however, the facility cancels or requests a change in one's appointment or an emergency occurs, the ten (10) days notice requirement shall be waived. Additionally, accrued sick leave may be used for emergency dental and emergency optical appointments. The ten (10)

days notice requirement may also be waived in any instance where there is mutual consent of the employee and the supervisor.

- 958 The Employer agrees to expedite doctor's appointments for employees who become ill while on duty. In addition, the Employer agrees to expedite optical appointments for laboratory/cytology employees routinely required to use a microscope.
- 959 When employees are directed by their supervisor to see a physician while at work, they shall be paid at their regular rate of pay for the time it takes to fulfill such request provided the attending physician determines the employee may return to work. However, if the physician determines the employee is unable to return to work said time will be deducted from the employee's sick leave account. In either case employees should clock out when leaving the work area. This paragraph shall not apply where an employee knows in advance of arriving at work that he/she will be required to provide a physician's certification of illness or return to work authorization.
- 960 If an employee suffers a disabling accident or hospitalization while on vacation the employee may convert the vacation time to sick leave provided the employee has accrued sick leave. The employee must submit documentation substantiating that such disability precludes an employee from performing his/her occupation. The employee shall retain vacation time for days spent so disabled; such vacation time shall be rescheduled by mutual agreement. Any illness certified by a physician during an employee's vacation shall entitle the employee to convert from vacation to sick leave.
- 961 The Employer will not discipline an employee during a period of hospitalization.
- 962 It is understood that employees with good attendance records or accrued sick leave shall not be disciplined for utilizing their accrued sick leave for bona fide validated illness.
- 963 Employees shall advise the Employer of the duration of their intended absences due to illness and shall provide the Employer with reasonable notice of any changes in this duration. In the event the employee fails to so advise the Employer, it is understood the Employer will check with the employee so as to know staffing requirements in the workplace. However, the Employer will not contact the employee for purposes of informing the employee of their utilization of such leave.

964 Section 20 – Paid Sick Leave for Part Time Employees

965 Part-time employees shall accumulate Sick Leave based on monthly compensated hours, not to exceed ten (10) hours of Sick Leave per month. Payment of Sick Leave benefits shall commence with the first day of any illness.

966 A Part Time employee who converts from Full Time status will have all accrued Sick Leave placed in the employee's Sick Leave account.

967 Section 21 – Sick Leave Hours Converted to Credited Service With Retirement Plan

968 An employee who retires or terminates employment with a vested status in the Pension Plan, and who has a sick leave account balance of two hundred and fifty (250) or more hours, will have all of his/her sick leave account balance converted to Credited Service for pension plan benefit calculation purposes. This conversion increases the pension monetary value; it does not impact the employee's eligibility to retire.

969 Section 22 – Family and Medical Leave Laws

970 The Employer will comply with the provisions of the California Family Rights Act, amended and with the provisions of the Federal Family and Medical Leave Act of 1993, as amended.

971 Section 23 – Use of Paid Sick Time for Family Illness

972 The Employee may utilize up to one-half (1/2) of their annually accrued Sick Leave for the purpose of providing care to their sick spouse, children, significant other or dependents.

973 Section 24 – Holiday During Sick Leave

974 If a designated holiday occurs during a period of Vacation or Sick Leave, the employee shall have the option to receive sick pay for that day plus the unworked holiday pay, or the option to receive sick pay and take the holiday within sixty (60) days after their return from sick leave, or the option to be paid holiday pay and such day shall not be charged to Sick Leave credits.

975 Section 25 – Integration of Compensation Benefits and Sick Leave

976 Employees who are eligible for basic State Disability Insurance (SDI) benefits shall have their paid Sick Leave reduced by the amount of the SDI benefit the employee is eligible to receive, so that combined SDI pay and Sick Leave pay totals normal straight time salary. The reduced amount of Sick Leave Payment shall be charged against the employee's Sick Leave Account. Employees who are eligible for Workers' Compensation Insurance (WCI) payments will have

the same method of integration with Employer-paid Sick Leave. Employees may elect to waive integrated Sick Leave benefits with Workers' Compensation Insurance payments, provided said election is made within seven (7) calendar days of the inception of the absence, and provided further that said election shall be irrevocable for the duration of said absence. Should the employee fail to elect non-integration within the said seven (7) calendar day period, the option of non-integration will not be available.

977 It is the employee's responsibility to promptly file claims for any compensation benefits for which he/she may be eligible and to report the amount of such benefits to the Human Resource Office.

978 In the payment to employees on Sick Leave, Disability or Workers' Compensation, the Employer will deduct taxes in accordance with Federal and State laws.

979 Section 26 – Income Protection/Extended Income Protection

980 Employees scheduled to work twenty (20) or more hours per week will be provided with an Income Protection or Extended Income Protection Plan. The benefit amount will be equal to either fifty (50%) percent of base wages, sixty (60%) percent if integrated with a statutory plan (i.e., State Disability Insurance, Workers' Compensation, etc.), or seventy (70%) percent if the employee is on an approved rehabilitation program. If the employee is part-time, the benefits will be prorated according to the employee's scheduled hours. The minimum integrated benefit (prorated for part-time employees) provided by the program during the first (1st) year of disability will not be less than one-thousand (\$1,000.00) dollars per month.

981 Section 27 – Eligibility for income Protection or Extended Income Protection

982 Eligibility for Income Protection or Extended Income Protection is based on length of service.

983 Section 28 – Income Protection Benefit

984 This benefit is provided to employees with less than two (2) years of service. Employees will receive a benefit commencing at the latter of exhaustion of Sick Leave or according to SDI guidelines (i.e., the first (1st) day of hospitalization, eighth (8th) day of illness/injury), and will continue for up to one (1) year from the date of disability with continued medical certification.

985 Section 29 – Extended Income Protection Benefit

986 This benefit is provided to employees with two (2) or more years of service. Employees will receive a benefit commencing at the latter of exhaustion of Sick Leave or three (3) months from the date of disability, and will continue for up to five (5) years from the date of disability with continued medical certification.

Benefits due to psychological related disabilities and alcohol/drug abuse are limited to a maximum of three (3) years from the date of disability. The Duration of Benefits Schedule will apply to employees age sixty (60) or over who become disabled while eligible for this program.

1000 **ARTICLE X – LEAVES OF ABSENCE, BEREAVEMENT LEAVE, JURY DUTY
AND EDUCATION LEAVE**

1001 **Section 1 – Eligibility**

1002 Leaves of absence without pay may be granted to full-time, part-time and on-call employees. Each employee must have at least six (6) calendar months of service in order to be considered eligible for a leave of absence without pay (not to include Family Leave of Absence). However, in the case of disabilities related to pregnancy, the six (6) month eligibility requirement is waived for the purposes of the Medical Leave of Absence.

1003 All leaves of absence shall be requested in writing on a form provided by the Employer, and employees shall be provided with a copy of such form with the determination stated thereon.

1004 Each employee requesting a leave of absence shall be provided with a written explanation of his or her rights and responsibilities.

1005 Leaves of absence requested within the current posted schedule will be approved or denied in writing not later than seven (7) workdays after such request is submitted.

1006 Two weeks written notification of a return from a leave of absence must be given to the Employer.

1007 Employees off duty on Medical Leave who have difficulty in obtaining a doctor's return to work slip shall contact their immediate supervisor who will expedite an appointment.

1008 Each employee shall be entitled to leaves of absence for illness or injury, pregnancy, critical illness or death in the employee's immediate family, or justifiable personal reasons.

1009 The Employer agrees that in cases of leaves of absence due to serious illness or injury, or for personal reasons, the Union could, on behalf of the employee, request a meeting between the Human Resources Leader, or his/her designee, and a Union Representative equivalent in position to discuss an extension of the maximum period of leave such extensions to be based on justifiable reasons.

1010 Section 2 – Family Leave

1011 The Employer will comply with the provisions of the California Family Rights Act, as amended, and with the provisions of the Federal Family and Medical Leave Act of 1993, as amended. Any alleged violations of this Paragraph must be pursued under the procedures of those acts.

1012 Section 3 – Personal Leave of Absence

1013 A leave of absence without pay up to sixty (60) days may be granted to employees for personal reasons. Personal Leaves of Absence for situations covered by Family Leave will not be considered until the provisions described in the Family Leave Section 2 of this Article have been exhausted.

1014 Section 4 – Benefits While on Personal or Family Leaves

1015 Premiums for continued Health Plan Coverage (including vision benefit, Mental Health Coverage and prescription drug), Dental Plan and Group Life Insurance Coverage during an authorized Personal Leave of Absence will be paid by the Employer for a period not to exceed thirty (30) days providing three (3) calendar months elapse between incidents of application. Coverage beyond thirty (30) days shall be paid by the employee if continued coverage is desired. Premiums for continued Health Plan Coverage, Dental Plan Coverage and Group Life Insurance Coverage will be paid by the Employer during the entire period of an authorized Family Leave. Employees on a Personal Leave of Absence and/or Family Leave are eligible to accrue Vacation, Life Balance Days, and Sick Leave for one (1) month.

1016 Section 5 – Medical Leave of Absence

1017 Upon the exhaustion of accrued Sick Leave, leaves of absence without pay for non-industrial disabilities, including conditions related to pregnancy, shall be granted subject to the limitations of this Section, provided the employee furnishes a physician's/designee's certification setting forth the necessity for such a leave and the anticipated duration of the disability. Physician/Designee recertification will be required at the expiration of each previous certification for continued eligibility.

1018 Employees with less than three (3) years of service shall not be granted a Medical Leave of Absence in excess of one hundred twenty (120) days. Each employee with more than three (3) years of service shall not be granted a Medical Leave of Absence in excess of three hundred sixty (360) days.

1019 Section 6 – Benefits While on Medical Leave

1020 Health Plan Coverage (including vision benefit, Mental Health Coverage and prescription drug), Dental Plan and Group Life Insurance Coverage will be continued at Employer expense during the entire period of an approved

Medical Leave of Absence providing three (3) calendar months elapse between incidents of application. Employees on a Medical Leave of Absence are eligible to accrue Vacation, Life Balance Days, and Sick Leave for one (1) month.

1021 Section 7 – Workers' Compensation

1022 Employees filing for an Industrial Injury Leave of Absence must complete a leave of absence request form, provided by People Solutions, and must also furnish a physician's certification setting forth the necessity for such a leave and the anticipated duration of the leave. Physician recertification will be required at the expiration of each previous certification for continued eligibility. The Employer will place employees released to return to work from an industrial injury or illness without medical restrictions, in their former position at their regular rate of pay as soon as reasonable, not to exceed seven (7) days.

1023 The Employer will place employees released to return to work from an industrial injury or illness on a temporarily restricted basis, in their former job, provided the employee can perform substantially all the job tasks per the medical restrictions, or in an appropriate job opening on a preferential basis at their regular rate of pay.

1024 The Employer will place employees released to return to work from an industrial injury or illness on a permanently restricted basis, in their former job (if it is available) or a comparable job (which may not be in their former department, shift or classification), provided the employee is physically capable of performing substantially all of the job tasks per the medical restrictions and limitations. If the employee is unable to perform their former job, that employee has the opportunity to bid on any job vacancy that he/she is physically capable of and qualified to perform per their medical restrictions and limitations. Where there is no appropriate job, the Employer will provide all reasonable and necessary vocational/rehabilitation training program benefits as approved by the Division of Industrial Accidents/Workers' Compensation Appeals Board pursuant to the administration of the California Labor Code. Those employees who complete an applicable vocational/rehabilitation training program under Workers' Compensation will then have ninety (90) days to bid on open position(s) for which they are qualified.

1025 Employees will be provided an Occupational Injury or Illness Leave of Absence for up to a maximum of two (2) years. An employee who exhausts the two (2) year Occupational Injury or Illness Leave of Absence and has not returned to work shall be terminated. The Occupational Injury or Illness Leave of Absence will expire in less than two (2) years if the employee is no longer disabled and can perform his or her predisability job with or without reasonable accommodations; or if there is uncontroverted medical evidence that the employee is permanently disabled and cannot perform his or her predisability job with or without reasonable accommodation; or ninety (90) days after an Award by the Workers' Compensation Appeals Board indicating that the

employee is permanently disabled and cannot perform his or her predisability job with or without reasonable accommodation.

- 1026 Upon release from the attending physician for industrial injury or illness the Employer may request that the employee provide a return-to-work authorization containing the name of physician, signature, clarification of disability, sufficiently to allow the Employer to make appropriate determination of jobs employee can perform, if any, and date released to return to work.
- 1027 Benefits While on Industrial Injury Leave
- 1028 Employees on Industrial Injury Leave are eligible for Health Plan Coverage, dental benefits and life insurance for the time they are on leave. Employees on an Industrial Injury Leave are eligible to accrue Vacation, Life Balance Days, and Sick Leave for one (1) month.
- 1029 Effective January 1, 1981, relative to the pension plan, for absences due to industrial injury, "service credit" shall apply toward vesting and eligibility for pension benefits.
- 1030 Effective October 1, 2000, as provided under the National Agreement, workers' compensation leaves of absence hours are counted toward meeting "years of service" requirements for retirement and post-retirement eligibility.
- 1031 Section 8 – Personal Time Off
- 1032 Where circumstances warrant, an employee may request and may receive personal time off without pay. Such requests shall not be unreasonably denied. In a verifiable emergency, on duty employees may ask for personal time off which shall be granted on momentary notice. It shall not be a condition to the granting of personal time off that the employee secure his/her own replacement. Employees may not be denied personal time off because they have accumulated Vacation, Life Balance Days, and Sick Leave.
- 1033 Approved personal time off or time off requested by the Employer shall not be used against the employee in any way including but not limited to disciplinary action.
- 1034 Section 9 – Jury Duty
- 1035 An employee called for Jury Service will be excused from work on days which he/she serves and shall receive for each such day of Jury Service, on days he/she otherwise would have worked, the difference between his/her regular straight time day's pay and the amount of jury pay. The employee must show proof of jury service and the amount of jury pay. Further, employees will receive a maximum of thirty (30) days pay for Jury Duty once per calendar year.

- 1036 On any day of jury service in which an employee is excused entirely or in sufficient time to permit him/her to return to work for a minimum of one-half (1/2) his/her regularly scheduled shift, he/she shall be required to do so. The pay provided for above shall be reduced accordingly. It is the intent of the Employer, when an employee is on jury duty, to schedule that employee off on Saturdays and Sundays.
- 1037 Employees shall be paid as time worked under the terms of this Agreement for time spent at appearances or standby in legal proceedings arising out of the scope or during the course of employment.
- 1038 Section 10 – Bereavement Leave
- 1039 When a death occurs in the immediate family of an employee, he/she shall be entitled to a leave of absence of up to three (3) days with pay for deaths in the area and two (2) additional days with pay for travel purposes, for a death occurring out of the area. Immediate family is defined as spouse or eligible domestic partner, sister, brother, daughter, son, mother, father, mother-in-law, father-in-law, legal guardian, legal ward, grandmother, grandfather, grandchildren, stepparents and stepchildren, or parents/stepparents or children of an eligible domestic partner.
- 1040 Upon the death of an employee's spouse, parent or child, an additional seven (7) calendar days of unpaid leave will be granted upon request. At the employee's request, up to forty (40) hours of the additional seven (7) calendar days of unpaid leave may be converted to Vacation, Life Balance Days provided the employee has sufficient hours in their Vacation, Life Balance Day(s) Time Off accounts
- 1041 Out of area benefits may be requested when the home or place of burial of the decedent is over one hundred (100) miles distant from the employee's home.
- 1042 If an employee is on Vacation, Life Balance Days, and/or Sick Leave and a death occurs in the immediate family, the employee may convert the Vacation, Life Balance Days, or Sick Leave to Bereavement Leave as set forth above. Verification of death may be required.
- 1043 Bereavement Leave for part-time employees is defined in Article XII.
- 1044 Section 11 – Education Leave
- 1045 Education Leave, for the purpose of maintaining and upgrading professional skills, shall be granted to those employees in classifications where a license or certificate issued by the State of California is required for employment.
- 1046 Education Leave will be granted up to three (3) workdays per year after the completion of one (1) full year of continuous service. Pay for such leave will be at straight time. Education Leave shall be cumulative from year to year to a maximum of six (6) days.

- 1047 Requests for such leave should be submitted to local management sufficiently in advance of the program to enable scheduling for the employee's absence. Consistent with the purposes set forth above, final approval for attendance must be obtained from local management. The Employer shall notify an employee in writing of approval or denial of an Education Leave request within a maximum of two (2) weeks after receipt of said request, provided the employee submits the request at least thirty (30) days prior to the educational program. Education Leave may be utilized on other than scheduled workdays for those employees in classifications where a license or certificate issued by the State of California is required for employment and relicensure or recertification.
- 1048 In addition, management shall give reasonable consideration, which shall not be unreasonably denied, to any employee in any classification who requests permission to attend classes, seminars, workshops, etc., which shall enhance the quality of medical care and medical care support services provided at the facility. At the Employer's option, an employee in any classification may receive paid Education Leave to attend classes, seminars, workshops, etc. and such Employer approval may also be granted for up to three (3) days for applicable home study courses.
- 1049 The parties agree that in those instances where CEUs (Continuing Education Units) course are not offered at a full-time employee's medical center and when said employees are continually denied the use of Education Leave (as defined in Paragraphs 1045 and 1046) due to their scheduled hours at work, then reimbursement for accredited home study courses that offer applicable CEUs can be achieved in the following manner:
- 1050 A full-time employee may utilize up to three (3) days of his/her accrued Education Leave, per year, to pay for home study courses. Such courses must provide CEUs required to maintain a license or certificate, issued by the State of California, that is either necessary for an employee's current job and/or for CEUs required for relicensure or recertification of said State issued document.
- 1051 Requests for such Education Leave pay must be submitted, in writing, to the employee's supervisor at least two (2) weeks in advance of taking such course(s), to ensure that it meets the criteria for payment.
- 1052 The parties agree that home study courses will not require the scheduling of a qualifying employee off work.
- 1053 Reimbursement will occur following an employee's evidencing that he/she has been credited with the subject CEUs. The formula for converting home study courses into hours paid is as follows:

- 1054 One (1) hour pay for each CEU earned up to a maximum of twenty-four (24) hours per year.
- 1055 The parties also agree that hours paid for home study will not count as hours worked when computing overtime, consecutive day premiums, or time worked on a scheduled day off or alternating weekend off.
- 1056 The Employer will deduct from the employee's Education Leave mandatory in-service programs or workshops only if the program provides CEUs.
- 1057 The Employer agrees to post notices in areas accessible to all employees of appropriate educational opportunities available both in the community and through the Employer.
- 1058 Education Leave for part-time employees is defined in Article XII.
- 1059 Section 12 – Veteran Employment Rights and Reserve Encampment
- 1060 The Employer shall accord to each employee who applies for reemployment, after conclusion of his/her military service, such reemployment rights as he/she shall be entitled to under the then existing statutes. It is understood that the employee must make application for reemployment within the time limits specified under the law.
- 1061 The Employer agrees that employees on extended military duty will continue to accrue Vacation, Life Balance Days, and Sick Leave and other benefits in accordance with applicable Federal statutes.
- 1062 In those cases where employees are in reserve status and serve an annual two-week commitment, employees may request and receive Vacation, Life Balance Days, and Sick Leave pay for the period of absence, if otherwise eligible. In no case will employees receive pay, other than Vacation, Life Balance Days, and/or Sick Leave pay, for military absence.
- 1063 Section 13 – Replacements During Leave
- 1064 Each employee hired to replace an employee who is on leave of absence shall be so advised and shall be informed of the approximate date the regular employee is expected to return from leave. Such employees shall retain their temporary status as defined in Article XII, Section 1, Paragraph 1206, for the duration of such individual leave.

- 1100 **ARTICLE XI – HEALTH PLAN, DENTAL PLAN, PENSION PLAN, LIFE INSURANCE**
- 1101 **Section 1 – Employee and Dependents Coverage**
- 1102 An employee who is regularly scheduled to work twenty (20) hours or more per week and eligible dependents and/or eligible domestic partner will be eligible for Employer-paid Kaiser Foundation Health Plan Coverage. Health Plan Coverage for eligible employees and their dependents and/or domestic partner will become effective the first (1st) day of the calendar month following date of hire. Eligible dependents will include spouse or eligible domestic partner and unmarried children up to age twenty-five (25) effective January 1, 2001, and special dependent children (mentally and/or physically handicapped) regardless of age provided such disability or handicap occurred prior to the "special" dependent child turning age twenty-five (25). Annual certification of handicap, retardation and dependency may be required by Kaiser Foundation Health Plan.
- 1103 Health Plan Coverage includes a prescription drug program, a durable medical equipment benefit, a vision care program, a post-surgical breast prostheses for mastectomies, an alcoholism and drug dependency benefit, a Coordination of Benefits (COB) provision and Mental Health Coverage. Effective August 1, 1996, there will be a five dollar (\$5.00) co-payment for each doctor's office visit and each prescription. Effective January 1, 2001, office visits for Mental Health will have a five dollar (\$5.00) co-payment per visit after twenty (20) visits in a calendar year. Effective January 1, 2002, all office visits for Mental Health will have a five dollar (\$5.00) co-payment; however, employees will be reimbursed for the first twenty (20) visits in a calendar year. The application of co-payments to medical services is governed by the applicable service agreements.
- 1104 Health Plan Coverage terminates at the end of the month in which the employee terminates. At the end of the month upon transfer to an ineligible status or in accordance with the leaves of absence policies contained in Article X.
- 1105 **Section 2 – Health Plan Coverage for Retirees**
- 1106 Employees who retire under the early retirement provision of the Kaiser Permanente Southern California Employees Pension Plan (have a minimum of fifteen (15) years of service and are at least age 55) will receive Employer-paid Health Plan Coverage at age 65. However, effective January 1, 2002, early retirees who have completed ten (10) years of service preceding January 1, 1990, will be eligible for Employer-paid Health Plan Coverage at their early retirement date. Employer-paid coverage which includes a prescription drug program, shall be provided to the employee only who elects a normal retirement and the early retiree who reaches age sixty-five (65). For employees hired after April 1, 1984, Employer-paid coverage coordinated with Medicare

shall be provided for normal or postponed retirement provided the employee has fifteen (15) or more years of service. In the event of disability retirement, the employee shall receive Employer-paid coverage upon retirement. Employees who retire and/or become eligible for Kaiser Foundation Health Plan Coverage on or after August 1, 1996, will have a five dollar (\$5.00) co-payment for each doctor's office visit and each prescription. Effective January 1, 2001, office visits for Mental Health will have a five dollar (\$5.00) co-payment per visit after twenty (20) visits in a calendar year. Effective January 1, 2002, all office visits for Mental Health will have a five dollar (\$5.00) co-payment; however, employees will be reimbursed for the first twenty (20) visits in a calendar year.

- 1107 The Employer shall provide Employer-paid Coverage to the spouse or eligible domestic partner (if employee retired on or after January 1, 1996, of the retiree who meets the eligibility requirements as set forth in Paragraph 1106. Upon the death of the retiree, Health Plan Coverage shall continue for the spouse until remarriage or death.
- 1108 The retiree and spouse or eligible domestic partner must enroll in Part B of Medicare when first eligible. The Employer shall reimburse the cost of Medicare on a semi-annual basis for all employees who retired prior to April 1, 1989.
- 1109 The Employer will provide Employer-paid Coverage for eligible dependent children until limiting age and eligible "special dependent" children of the retiree who meets the eligibility requirements set forth in Paragraph 1106 for the lifetime of the covered retiree.
- 1110 Health Plan Coverage Coordinated with Medicare (Eligibility On or After April 1, 1990)
- 1111 Effective April 1, 1990, the Employer will provide Kaiser Foundation Health Plan coverage coordinated with Medicare to all eligible retirees and/or spouses or eligible domestic partner who become eligible for Medicare on or after April 1, 1990 at the time of Normal or Postponed retirement or when first eligible after Early or Disability retirement. Should the retiree and/or spouse or eligible domestic partner elect non-enrollment or to disenroll in the current Medicare coordinated Health Plan coverage program, the retiree must pay the difference between the Employer's cost for the Medicare coordinated program and the non-Medicare coordinated coverage premiums.
- 1112 Health Plan Coverage Coordinated with Medicare (Eligibility Prior to April 1, 1990)
- 1113 Employer will offer Employer-paid Kaiser Foundation Health Plan coverage coordinated with Medicare to all retirees (and spouses) who become eligible for Medicare prior to April 1, 1990. Retirees who elect not to enroll in this current program will continue to receive Employer-paid Health Plan coverage, with no

change in benefits. Following enrollment in the current Medicare coordinated program, if said retiree residing in the Southern California service area elects to disenroll, the retiree will receive non-Medicare coordinated Coverage and must pay the difference between the Employer's cost for the current Medicare coordinated program and non-Medicare coordinated coverage premiums.

1114 Section 3 – Health Plan Coverage for Parents

1115 The Employer acknowledges that parents of its employees may purchase Kaiser Foundation Health Plan "Individual" Coverage subject to the restrictions of that plan. Alternative coverage provided for in the National Agreement, Section 2, B. 1, b.

1116 Section 4 – Coverage During Medical Leave of Absence

1117 Premiums for continued Health Plan Coverage (including vision benefit, mental health coverage and prescription drug), Dental Plan and Group Life Insurance Coverage during an authorized Personal Leave of Absence will be paid by the Employer for a period not to exceed thirty (30) days providing three (3) calendar months elapse between incidents of application. Coverage beyond thirty (30) days shall be paid by the employee if continued coverage is desired.

1118 Health Plan Coverage (including vision benefit, mental health coverage, and prescription drug), Dental Plan and Group Life Insurance Coverage will be continued at Employer expense during the entire period of an approved Medical Leave of Absence providing three (3) calendar months elapse between incidents of application.

1119 Section 5 – Physical Examination

1120 Prior to employment or during the first thirty (30) days of employment, each employee shall be given and is required to successfully complete a physical examination. Failure to satisfactorily pass the physical examination is cause for immediate discharge from employment.

1121 Section 6 – Dental Plan

1122 Employees regularly scheduled to work twenty (20) hours or more per workweek and their eligible dependents and/or eligible domestic partner will be eligible for dental coverage. Eligible employees and their dependents will have Employer-paid Dental Plan Coverage become effective on the first (1st) day of the calendar month following an employee's completion of six (6) months of eligible employment. Eligible dependents will include spouse or eligible domestic partner and unmarried children up to the limiting age of twenty-five (25) and "special" dependent children (mentally and/or physically handicapped) regardless of age provided such disability or handicap occurred prior to the "special" dependent child turning age twenty-five (25). Annual certification of handicap, retardation and dependency may be required.

- 1123 The Employer agrees to maintain the level of benefits at seventy percent (70%) of usual, reasonable and customary rates for basic services, and effective April 1, 1997, at fifty percent (50%) for major services. An orthodontia program shall be included in the dental plan. The plan will be maintained on the basis of fifty percent (50%) co-payment of the dentist's regular and customary fee for orthodontia services to eligible dependent children who initiate such services prior to their eighteenth (18th) birthday. The maximum plan obligation for such services is \$1,000 per person.
- 1124 All eligible employees (as established in Paragraph 1122) shall receive a diagnostic and preventative benefit which will pay 100% of usual, customary and reasonable charges for the following procedures:
1. Prophylaxis (once every 6 months).
 2. Fluoride treatment (once every 6 months).
 3. Examinations.
 4. Full-mouth x-rays (once every 3 years).
 5. Bite-wing x-rays (once every 6 months).
 6. Space maintainers (for patients under eighteen (18) years of age).
- 1125 Effective June 19, 1996, eligible new hire employees are required to select a prepaid Dental Plan during their first (1st) three (3) years of continuous employment. In subsequent open enrollment periods, they may elect to participate in the Delta Dental Plan.
- 1126 Section 7 – Health Plan Changes
- 1127 The Employer agrees that if any changes in the Kaiser Foundation Health Plan Coverage benefits were proposed, a letter outlining these changes would be given to the Union. This letter would be a letter of information only and would not connote that any negotiations or mutual agreement would be required before these changes were made effective.
- 1128 Section 8 – Coverage During Hospitalization for Terminated Employees
- 1129 The Employer agrees that employees with six (6) months or more service credit who were hospitalized due to serious injury or illness and who were terminated during that period of hospitalization would continue to have coverage provided during that specific period of hospitalization.

1130 Section 9 – Pension Plan

1131 Each employee becomes a participant of the Kaiser Permanente Southern California Employees Pension Plan on date of hire. It was agreed that effective November 1, 1978, the Employer shall improve the benefits to those employees who retire under the Kaiser Permanente Southern California Employees Pension Plan subsequent to that date as follows:

- 1132 1. Effective April 1, 1982, employees who retire beyond age sixty-five (65) will have their earned pension benefits computed based upon their benefit level in effect at age of retirement and credited service attained at retirement.
- 1133 2. Substitute a "Final Average Pay" Plan for the "Career Average" Plan for employees retiring after November 1, 1978.
- 1134 a. Final Average Pay is the monthly average of an employee's base wages over the highest sixty (60) consecutive months of compensation in the last one hundred twenty (120) months of employment.
- 1135 b. Normal monthly retirement income shall be 1.4% of final average pay multiplied by years and months of credited service with no integration with Social Security.
- 1136 c. Any calendar year in which an employee receives pay for 1,000 or more hours is a year of service which is used to determine eligibility for vesting. In years when the employee attains fewer than 1,000 compensated hours, prorated service will be given.
- 1137 d. Each calendar year in which an employee receives pay for 2,000 hours or more is a full year of credited service which is used to determine benefits. Partial years of credited service are counted for calendar years in which an employee receives pay for less than 2,000 hours.
- 1138 3. If benefits accrued prior to October 31, 1978, under the present career average plan exceed benefits as calculated under the final average plan for the same period, retirement income shall be the sum of benefits as calculated under the present plan up to October 31, and benefits calculated under the final average plan for service on or after November 1, 1978.
- 1139 4. Effective April 1, 1985, the monthly pension benefit will be increased by twenty-five dollars (\$25) per month for all retirees who have retired prior to April 1, 1985.
- 1140 5. Effective April 1, 1990, employees who retired prior to 1982 will receive an additional fifty dollars (\$50.00) per month to their pension.

- 1141 6. Effective April 1, 1994, employees who retired prior to April 1, 1990 will receive an additional fifty (\$50.00) dollars per month to their pension.
- 1142 Effective April 1, 1983, for employees who remain in employment after they become eligible for early or normal retirement, the Employer will provide a special death benefit for their spouse. If the employee were to die before actual retirement, the spouse of the deceased employee will receive a pension benefit calculated as if the employee had retired on the day before his/her death and had elected a Joint and Survivor annuity with a fifty percent (50%) continuation for the survivor.
- 1143 Effective January 1, 1988, the Employer will provide a qualified preretirement survivor annuity to active employees vested in the Kaiser Permanente Southern California Employees Pension Plan at no cost to the employee. This benefit provides an annuity to the spouse of an employee who dies prior to retirement. The spouse will receive a benefit calculated as if the employee retired the day before death and elected a joint and survivor annuity with a fifty percent (50%) continuation to the survivor.
- 1144 Effective January 1, 1999, pension plan survivor benefits will be payable to an eligible domestic partner. This benefit provides an annuity to the surviving eligible domestic partner of an active employee who dies and is vested in the pension plan. The surviving eligible domestic partner will receive a benefit calculated as if the employee retired the day before death and elected a Joint and Survivor Annuity with a fifty percent (50%) continuation to the survivor. Effective January 1, 2002, this benefit will be payable immediately and must commence by the December 31st following the calendar year in which the employee died.
- 1145 Effective January 1, 2001, if a vested employee dies and does not have a surviving spouse or surviving eligible domestic partner, pension plan survivor benefits will be payable to a non-spouse survivor qualified dependent in accordance with the National Agreement.
- 1146 The Employer will make available an alternate medical plan to all eligible retirees and eligible dependents who reside outside of the Southern California Health Plan service area. Retirees who reestablish residence within the service area will be returned to the available Kaiser Foundation Health Plan Coverage within sixty (60) days of written notification of return to the Southern California Health Plan Service area. Premiums for the alternate medical plan will not exceed the premiums for Kaiser Foundation Health Plan Coverage.

1147 Section 10 - Life Insurance

- 1148 For employees scheduled thirty-two (32) or more hours per week, the Employer-paid life insurance benefit will be \$6,000 (includes a \$6,000 Accidental Death and Dismemberment benefit and \$6,000 Total and Permanent Disability benefit). Coverage will be effective on the latter of the sixty-first (61st) day of continuous employment after date of hire or the date when first eligible for coverage. In order for the coverage to be effective, the employee must be actively at work on the sixty-first (61st) day of employment, or the date when first eligible for coverage. If the employee is not at work on the sixty-first (61st) day of employment, or the date when first eligible for coverage, coverage is deferred until he or she returns to active employment. In addition, the Employer offers the following optional life insurance programs for employees scheduled to work thirty-two (32) or more hours per week:

1149	<u>Program</u>	<u>Basic Life</u>	<u>Accidental Death and Dismemberment</u>
	Program 1	\$20,000	\$10,000
	Program 2	\$30,000	\$10,000
	Program 3	\$40,000	\$10,000

- 1150 The employee must elect to purchase the optional life insurance within thirty-one (31) days of the latter of the date of hire, or the date when first eligible for coverage. Coverage will be effective on the latter of the sixty-first (61st) day of continuous employment after date of hire, or the date when first eligible for coverage. If the employee is not at work on the sixty-first (61st) day of employment, or the date when first eligible for coverage, coverage is deferred until he or she returns to active employment. Employees who wish to elect coverage at a future date must provide proof of insurability in order to purchase additional coverage.
- 1151 If an employee becomes totally and permanently disabled while covered under the life insurance plan, life insurance in force at the time of the commencement of the total and permanent disability shall be paid out in monthly installments in accordance with the provisions of the plan. Life insurance will continue during the period of total and permanent disability in accordance with the provisions of the plan.
- 1152 The Employer shall grant employees eligible for life insurance coverage pursuant to Paragraph 1148 above and who retire under the Early, Normal or Postponed terms of the Kaiser Permanente Southern California Employees Pension Plan \$2,000 life insurance coverage.

1153 Section 11 – Tax Deferred Retirement Savings Plans

1154 The Employer will establish voluntary tax deferred retirement savings plans authorized by the Internal Revenue Code. The plans are established by Kaiser Foundation Health Plan, Inc. and the future of the plans and their provisions will be determined by Kaiser Foundation Health Plans, Inc.

1155 Section 12 – Exclusions and Limitations

1156 Coverages, limitations and exclusions of the foregoing Health Plan, Dental Plan, Life Insurance Plan, Pension Plan and Disability Plan are established by the Employer's agreements with the applicable insurance plans, health and dental plans, and the Pension Plan.

1157 Benefit administration for domestic partners will be in accordance with the Employer's policies and guidelines regarding domestic partners.

1158 Section 13 – Survivor Benefit/Coverage

1159 Effective April 1, 1994, each full-time employee will be provided with a Survivor Benefit equal to one (1) month's base salary. This benefit is payable to a designated beneficiary during the period immediately following the death of the employee. Regularly scheduled part-time employees will be provided a prorated benefit.

1160 In the event an employee, who has fifteen (15) years of service, and who has met the eligibility requirements for Early, Normal or Postponed retirement dies while actively employed, Kaiser Foundation Health Plan Coverage will be provided to the spouse, when said deceased employee would have been eligible for Coverage, provided the spouse has not remarried, and will continue until remarriage or death. Coverage will continue for eligible dependent children until they reach limiting age. Upon the death of the employee, a "Special Dependent Child" who is beyond limiting age will be given the option to convert to direct pay and COBRA continued Coverage.

1161 The preceding fifteen (15) year service requirement shall apply to employees hired on or after April 1, 1984 who die while actively employed after reaching their Normal or Postponed retirement date. Employees who were hired before April 1, 1984 and die while actively employed after reaching their Normal or Postponed retirement date are not subject to the fifteen (15) year service requirement.

1162 Survivor coverage for employees who die while actively employed on or after their Early retirement date will commence when the deceased employee would have been eligible for Health Plan Coverage pursuant to Paragraph 1107 of Article XI.

- 1163 Section 14 – National Agreement Provisions
- 1164 Section 2, of the National Agreement should be consulted concerning additional or alternative benefits or benefit levels to those indicated within this Article.
- 1200 **ARTICLE XII – REGULAR PART-TIME, TEMPORARY AND ON-CALL EMPLOYEES**
- 1201 Section 1 – Definitions
- 1202 Regular Part-time Employees
- 1203 A regular part-time employee is one who works less than the regularly scheduled workweek for his/her department on a predetermined basis.
- 1204 Part-time employees shall have the option to claim additional permanent part-time hours as they become available in the employee's classification and department up to eight (8) hours per day and forty (40) hours per week based on the employee's seniority and ability to perform the work. The parties agree, however, that the Employer must maintain an ample force of qualified part-time employees.
- 1205 Temporary Employees
- 1206 A temporary employee is one who is hired as a replacement or for work designated at the time of hire for a limited period of time not to exceed three (3) months. However, in those instances where a temporary employee is hired to replace a regular employee who is on a leave of absence or a specific project which goes beyond three (3) months, the Employer may request an extension and the Union shall not unreasonably deny same.
- 1207 Upon the request of Union, the employee or management, the temporary position shall be reviewed jointly to determine if the temporary employee is working longer than three (3) months and if so, the job should be posted as (regular) according to the posting requirements in Article XX. The review will also look at the reasons for the temporary position and the anticipated length. If the temporary employee successfully bids into the regular position, he/she will have service credit accrued retroactive to the date of hire, such accrued service credit to determine eligibility for all benefits reasonably subject to retroactivity.
- 1208 On-Call Employees
- 1209 An on-call employee is one who works as a replacement on an intermittent basis. In order for the Employer to maintain an ample force of qualified on-call

employees, on-call hours will be equitably distributed within departments and classifications. If "on-call" employees are offered and accept a regular position, benefits shall be accrued from date of reclassification to a regular full-time or regular part-time status. This shall not be construed as an Employer obligation to replace employees.

- 1210 On Call employees shall be required to submit at least a minimum number of "available days/shifts" per month in advance, not to exceed 8 required days/shifts per month. The "available days/shifts" per month shall not exceed four (4) weekend days/shifts per month. Available days/shifts must also include at least two (2) designated holidays each year. The minimum number of "available days/shifts" per month shall be established as a policy by each department and agreed to by the Union. The schedule reflecting pre-confirmed available days/shifts shall be posted four weeks in advance. On Call employees who are not available on days/shifts they have designated when called to work, may be subject to review annually. If the employee has cancelled more than 50% of their available days/shifts annually, when called to work, the employee may be subject to termination.
- 1211 On call employees shall receive one dollar (\$1.00) per hour in lieu of health plan, sick leave, dental benefits and life insurance. The on-call differential applies to all hours worked.
- 1212 On-Call jobs shall be posted by shift (day, evening, or night) pursuant to Article 2007 – Section 3, with the exception of scheduled hours, number of hours per week and days off.
- 1213 Nothing herein is intended to restrict the Employer from posting variable shifts and anyone from bidding on a combination of day, evening or night shifts.
- 1214 In a situation where the on-call employee works beyond the description of intermittent employment for a period in excess of that now applicable to a temporary employee, this shall serve as a basis for grievance activity to convert the on-call position to regular status. (See Letter Of Understanding # 51 regarding audit process).
- 1215 An On-Call employee who is converted to temporary employee status, shall continue to receive the On-Call premium during such temporary status. Such employees shall maintain their On-Call status and continue to accrue seniority, which may only be applied in the department from which they temporarily transferred.
- 1216 If the On-call employee is placed in a benefited position, the on-call premium shall continue to be paid until health plan benefits are actually effective. This does not pertain to the period of time necessary to qualify for the dental benefit.

- 1217 Regular Positions
- 1218 Employees who are granted regular positions due to the application of Paragraph 1207 or 1214 will fill regular positions according to the posting requirements in Article XX.
- 1219 Section 2 – Probationary Period for Part-time and On-Call Employees
- 1220 The probationary period, as referred to in Article XVI, for part-time and on-call employees working less than the regularly scheduled workweek in their department, shall consist of the first four (4) months of employment.
- 1221 Section 3 – Benefits - Regular Part-time Employees
- 1222 Part-time employees who are not eligible for benefits shall receive the \$1.00 per hour On-Call differential called for in paragraph 1210 above until such time as they receive benefits (except Dental benefits).
- a. Step Increases
- 1223 Part-time employees hired after July 31, 1969, shall receive step increases in wages on the basis of hours worked (173.333 hours equivalent to one (1) month of service) rather than calendar months of service. This method of calculation shall also apply to longevity pay.
- b. Education Leave
- 1224 Part-time employees will receive education leave at the rate of two (2) days per year after two (2) full years of continuous service subject to the eligibility requirements outlined in Article X, Section 11.
- c. Bereavement Leave
- 1225 Part-time employees will receive bereavement leave of three (3) calendar days for deaths in the area and five (5) calendar days for deaths out of the area and will receive pay for scheduled work hours within such three (3) or five (5) day periods.
- 1226 Section 4 – Benefits – On-Call Employees
- 1227 Step increases will be prorated on the same basis as part-time employees. On-call employees shall receive shift differential and overtime premiums to include holiday premiums for designated holidays worked when applicable.
- 1228 Section 5 – Benefits – Temporary Employees
- 1229 Temporary employees shall receive shift differential and overtime premiums when applicable. In addition, step increases will be given to temporary

employees based on hours worked. Temporary employees will receive holiday premiums as set forth in this Agreement for designated holidays worked.

1300 ARTICLE XIII – ACCESS OF STAFF REPRESENTATIVES OF THE UNION

1301 Duly authorized Staff Representatives of the Union shall be permitted at all reasonable times to enter the facilities operated by the Employer for the purpose of transacting Union business and observing conditions under which employees are employed; provided, however, that they first notify the head of the facility or his/her designee of their presence, and that no interference with the work of the employees shall result, and such right of entry shall, at all times, be subject to general hospital and medical office rules applicable to non-employees.

1302 Any meeting with employees on the Employer's premises which has been prearranged by the Union and at which a Management representative is present may not be bumped by another request for meeting facilities by Kaiser Permanente.

1303 A meeting with employees on the Employer's premises which has been prearranged by the Union and at which no Management representative is present may be bumped in favor of another request with higher priority for meeting facilities by Kaiser Permanente, provided that notice of such is given to the Union forty-eight (48) or more hours prior to the commencement of said meeting.

1304 Stewards meetings held on the Employer's premises for a maximum of two (2) hours, with an Employer representative present during a portion of the meeting, shall be conducted on the clock. The Employer agrees to pay for such meetings once per month.

1305 All such meetings shall be for the purpose of transacting Union business and observing conditions of employment. No interference with the work of employees shall result.

1306 In the event there are more favorable practices existing at specific facilities such practices shall continue.

1400 ARTICLE XIV – UNION REPRESENTATION

1401 Section 1 – Union Activities

1402 No employee or applicant for employment covered by this Agreement shall be discriminated against because of membership in the Union or activities on

behalf of the Union, and the Union agrees that employees covered hereby shall be admitted to membership without discrimination.

1403 Section 2 – Shop Stewards

1404 The Employer recognizes the right of the Union to select Union Shop Stewards. The Employer agrees that there will be no discrimination against the authorized Shop Steward because of Union activity. Shop Stewards shall not be recognized by the Employer until the Union has notified the Employer in writing of the selection of Shop Stewards.

1405 Shop Stewards will obtain permission from their immediate supervisor for absences from their normal work place to conduct Union business. Stewards shall not lose pay through their participation in grievance or disciplinary meetings. On a quarterly basis, the Union shall submit to the Personnel Department at each facility an accurate listing of Stewards at that facility.

1406 Section 3 – Union Leave

1407 An employee who becomes a paid staff member at the Union may request and receive an unpaid leave of absence for up to one (1) year for Union business. Upon completion of the leave of absence, the employee will be returned to his/her former job, if available, or a comparable position. The employee will be returned to the same job when returning from leave within four (4) months. Thereafter, if no other alternative exists but to fill the job being held permanently, the employee on leave shall be given 30 days notice to return. Union leave is restricted to not more than two (2) employees at any given time from each "Medical Center Area" (including Regional Services). The two employees from a given Medical Center should not be from the same department unless agreed upon by the Employer. Such requests should not be unreasonably denied. A one (1) month notice must be given in order to secure a leave and two (2) weeks' notice to return from a Union leave.

1408 Employer-paid benefits and paid time off accruals will be continued during a Union Leave of Absence and the employee will continue to accrue seniority.

1500 ARTICLE XV – PAYDAY

1501 Paydays now in effect shall continue and no more earned wages shall be held back from any employee than as results from operation of the present system, without the consent of the Union. Employer and Union may mutually agree at any time to place an employee not now on a weekly payroll on a weekly payroll.

1502 Employees shall receive their paychecks as soon as possible after the start of their shift on payday; except night shift employees shall receive their paycheck by the end of their shift.

1600 **ARTICLE XVI – PROBATIONARY PERIOD/TRIAL PERIOD**

1601 **Section 1 – Probationary Period for Full-time Employees**

1602 Full-time employees covered by this Agreement may be discharged without cause and without recourse to the Grievance and Arbitration Procedure within the first four (4) months of employment.

1603 Part-time and on-call employees covered by this Agreement may be discharged without cause and without recourse to the Grievance and Arbitration Procedure within the first four (4) months of employment.

1604 The Employer may request from the Union and will not be unreasonably denied extensions to the above probationary periods.

1605 **Section 2 – Trial Period**

1606 Employees who transfer to a full-time higher rated or equal position shall undergo a sixty (60) calendar day trial period in the new position. Employees who transfer to a higher rated or equal part-time position shall undergo a ninety (90) calendar day trial period in the new position. Should the employee fail to qualify for the new position, he/she shall be returned to his/her former or comparable job without loss of seniority or wage rate. An employee may elect to return to his or her former job within fourteen (14) calendar days from date of transfer without loss of seniority or former wage rate.

1700 **ARTICLE XVII – WORK STOPPAGE**

1701 The Employer and the Union realize that a hospital is different in its operations from industries because of its services rendered to the community and for humanitarian reasons, and agree that there will be no lockouts on the part of the Employer, nor suspension of work on the part of the employees, it being one of the purposes of this Agreement to guarantee that there will be no strikes, lockouts, or work stoppages, and that all disputes will be settled by the procedure hereinafter provided.

1800 **ARTICLE XVIII – GRIEVANCE AND ARBITRATION PROCEDURE**

1801 **Section 1 – General Principles**

1802 The following procedure shall be applied and relied upon by both parties as the sole and exclusive means of seeking adjustment of and settling grievances.

- 1803 Both parties agree that, prior to filing of any grievance, except for grievances protesting discipline, an informal discussion will be held in an attempt to resolve the dispute.
- 1804 Except for grievances alleging discrepancies in wages, benefits or discharge, each grievance arising under this Agreement shall be presented in writing to the appropriate party within thirty (30) workdays after the grievant had knowledge of the event or should have had knowledge of the event. All discharge grievances shall be referred immediately to Step Two of this procedure within ten (10) workdays from the date of the discharge. Any grievance not timely filed is deemed waived by the aggrieved party.
- 1805 Both parties agree that the grievance and arbitration procedure should proceed as expeditiously as possible; however, by mutual agreement between the Union and the Employer, the time limits of any step of the grievance procedure may be extended and this extension must be confirmed in writing within the specified time limits. In the event the Union fails to appeal a grievance timely, it shall be moved to the next step of the grievance procedure. If the Employer fails to respond to the grievance within the time limits specified, the grievance may be appealed to the next step of the grievance procedure by the Union.
- 1806 Both parties agree that the grievant shall be allowed to participate in any and all steps of the Grievance and Arbitration Procedure. There shall be a mandatory meeting at each step of the grievance procedure unless waived by mutual agreement of the parties, except for Discipline issued which may go directly to Step Two by mutual agreement of the Union, Employer, and employee. Participation at such meetings shall be limited to the employee(s), Steward or Grievance Steward acting as a Union Representative in the Step Two grievance meeting only, Union Representatives, Management Representatives and witnesses by mutual consent, to the exclusion of all others. The parties agree to exercise their best efforts to arrange grievance meetings which accommodate the schedules of all participants.
- 1807 By mutual agreement of the parties, which shall not be unreasonably withheld, grievances involving specific data (e.g. time cards, work schedules, etc.) may be submitted to Step III of the Grievance and Arbitration process. The parties will schedule a meeting to occur no later than 30 days after receipt of such request. All relevant data will be made available to both the Union and Management before, if possible, or on the scheduled date of the meeting. This period may be extended by mutual agreement. Unresolved issues will be framed by the parties and forwarded to arbitration. If the data is inconclusive, the issue may be returned to a lower Step. Step to be determined by mutual agreement.

1808 Section 2 – Step One

1809 All grievances, except those involving discharge and work load, shall be initiated at Step One. An employee shall initiate his or her grievance by filing same with his or her immediate supervisor, either directly or through the Union Steward at Step One. Within seven (7) workdays after submission of the grievance, a meeting shall be held at which the immediate supervisor shall be present. The supervisor shall respond in writing to the grievant and/or the Union Steward within seven (7) workdays after the grievance meeting.

1810 Section 3 – Step Two

1811 In order for a grievance to be considered further, an appeal shall be filed with the Human Resources Leader or Designee, at the facility, within four (4) workdays after receipt of the Step One response. In addition, grievances initiated by the Union on behalf of more than one (1) employee and grievances involving discharge shall be introduced at this step of the Grievance and Arbitration Procedure. Further, grievances involving work load shall be introduced at this step of the Grievance and Arbitration Procedure provided such grievances have been processed through the appropriate review committee as specified in this Agreement.

1812 Within ten (10) workdays after receipt of the Step One appeal or newly initiated grievance, a meeting shall be held with the Union Business Representative and/or Grievance Steward acting as a Union Representative, facility Administrator or designee and the Human Resources Leader or designee. Within seven (7) workdays after such meeting, the Human Resources Leader or designee, on behalf of the Employer, shall respond, in writing, to the Union Business Representative or Grievance Steward.

1813 Section 4 – Step Three

1814 In order for a grievance to be considered further, an appeal shall be filed with the Director of Labor Relations or designee within seven (7) workdays. Within ten (10) workdays of the receipt of such appeal a meeting shall be held with the Director of Labor Relations and the President of the Union or their designees. Within ten (10) workdays after such meeting, the Director of Labor Relations or designee shall respond to the President of the Union or designee, in writing.

1815 Section 5 – Step Four – Arbitration

1816 In the event the grievance remains unresolved, the grieving party may appeal the grievance to arbitration. Written notice of such appeal must be received by the Director of Labor Relations or Designee within ten (10) workdays after receipt of the Step Three response. No grievance shall be appealed to arbitration without first being processed through the appropriate steps of the Grievance and Arbitration Procedure.

- 1817 An impartial arbitrator shall be selected by mutual agreement of the parties. In the event mutual agreement is not reached, the party appealing the grievance to arbitration shall request a panel of arbitrators from the Federal Mediation and Conciliation Service. Upon receipt of said panel, the parties will select an arbitrator by alternately striking names.
- 1818 The arbitrator shall be prohibited from adding to, modifying or subtracting from, the terms of this Agreement or any supplemental written agreement of the parties. Further, it shall not be within the jurisdiction of the arbitrator to change any existing wage rate or establish a new wage rate. However, grievances involving reclassification are within the scope of the grievance procedure and are within the jurisdiction and powers of the arbitrator; the decision of the arbitrator, however, is limited to change in the classification of a position with accompanying wage schedule.
- 1819 The award of the arbitrator shall be final and binding on both parties. Each party shall pay one-half (1/2) the cost of the arbitration proceedings which include but are not limited to the cost of the arbitrator, court reporter attendance fee, a court reporter transcript for the arbitrator, conference room costs and other related costs, and each party shall be responsible for the cost of its own representatives and witnesses. There shall be no interruptions of work by the Employer or employee(s) pending an arbitrator's award.
- 1820 Section 6 – Mediation Procedure
- 1821 A grievance may only be referred to mediation by mutual agreement of the parties following a timely appeal to arbitration.
- 1822 The mediator shall be selected by mutual agreement of the parties. The mediator shall serve for a one (1) day session and is thereafter subject to removal by either party. In the event the parties are unable to agree upon the selection of a mediator, this mediation procedure shall not be effective. The parties may select more than one mediator to serve in future sessions, and if such is done, the mediators will rotate one (1) day assignments, unless removed.
- 1823 The expenses and fees of the mediator shall be shared equally by the parties.

1824 Attendance at mediation sessions shall be limited to the following:

Union: Advocate
Staff Representative
Grievant
Shop Steward

Employer: Advocate
Labor Relations Representative
Area Human Resources Representative

Observers: Either party may invite observers limited to a reasonable number, who shall not participate in the mediation process.

1825 Neither attorneys nor court reporters nor any other type of note takers shall be allowed to be present at the proceedings.

1826 The mediation proceedings shall be entirely informal in nature. The relevant facts shall be elicited in a narrative fashion by each party's spokesperson to the extent possible, rather than through the examination of witnesses. The rules of evidence will not apply and no record of the proceedings will be made.

1827 Either party may present documentary evidence to the mediator, which shall be returned to the parties at the conclusion of the proceedings.

1828 The primary effort of the mediator should be to assist the parties in settling the grievance in a mutually satisfactory manner. In attempting to achieve a settlement, the mediator is free to use all of the techniques customarily associated with mediation, including private conferences with only one (1) party.

1829 If settlement is not achievable, the mediator will provide the parties with an immediate opinion, based on the Collective Bargaining Agreement, as to how the grievance would be decided if it went to arbitration. Said opinion would not be final and binding, but would be advisory. The mediator's opinion shall be given orally together with a statement of reasons for such.

1830 The mediator's verbal opinion shall be given strong consideration, and should be used as a basis for further settlement discussion, or for withdrawal or granting of the grievance. The mediator, however, shall have no authority to compel the resolution of the grievance.

1831 If the grievance is not settled, withdrawn, or granted pursuant to these procedures, the parties are free to arbitrate.

1832 If the grievance is arbitrated, the mediator shall not serve as the arbitrator, and nothing said nor done during the mediation process, either by the parties or the mediator, shall be used during arbitration.

1833 The grievant will be permitted time off from work subject to staffing availability to attend mediation proceedings and without loss of pay.

1834 Section 7 – Discipline

1835 In the event the Employer disciplines or discharges an employee, the Employer will, at the request of the employee and/or Union furnish copies of any documents or written statements used by the Employer as a basis for the disciplinary action.

1836 Supervisors shall ask employees if they wish the presence of a Union Steward in a disciplinary meeting or an investigatory meeting that may result in discipline.

1837 The Employer agrees to provide to the Union copies of all Notices of Disciplinary Action (NDA's) as well as Corrective Action forms for Level III and above as soon as practicable after issuance to employees.

1838 Employer agrees to remove from each employee's personnel file discipline slips for incidents of unsatisfactory performance for which there has been no recurrence for one (1) year and they shall be returned to the employee as invalid in the future. However, if an employee who has a current Notice of Disciplinary Action (NDA) in file is off work for a period of one-hundred twenty (120) consecutive days or more, then upon the employee's return to work (excluding employees who have been terminated) the NDA will be extended until the employee has worked twelve (12) months with the Notice in file. To satisfy governmental record keeping requirements, copies of such notices shall be permanently maintained in a separate file in the local Human Resources Office to which supervisors shall not have access.

1839 Employer agrees to provide language on the Notice of Disciplinary Action form to the effect that the employee is not required to sign such a notice and that she/he may pursue the matter through the dispute procedure if she/he disagrees with the action taken.

1900 ARTICLE XIX – TERMINATION PAY

1901 Any employee whose employment is terminated by the Employer after one (1) year's service, except employees discharged for cause, gross misconduct or gross neglect of duty, shall be given two (2) weeks notice, or two (2) weeks pay in lieu of such notice. This two (2) weeks pay applies only in the case of a layoff.

1902 An employee who terminates employment or retires will receive payment for all accrued and unused Vacation/Life Balance Days, at the base hourly wage rate the employee is receiving on that date.

1903 Part-time Employees

1904 The references to years and/or months of service shall be interpreted for part-time employees as follows:

- a) 1,000 hours will equal six (6) months of service for the application of this provision to part-time employees.
- b) 2,000 hours will equal one (1) year's service for the application of this provision to part-time employees.

1905 In the event a part-time employee changes to full-time status and a new eligibility date is established, the new eligibility date would be used to determine either six (6) months to one (1) year of full-time service in the application of this Article.

2000 ARTICLE XX – SENIORITY

2001 Section 1 – Bargaining Unit Seniority

2002 Effective June 30, 1996, bargaining unit seniority shall be defined as the period of continuous employment, from the most recent date of hire, that a full-time or part-time employee works in a job classification covered by this Agreement. Bargaining unit seniority shall not be adjusted for leaves of absence or prorated according to hours worked as of the effective date of this Agreement and thereafter. If an employee terminates or leaves a covered job classification and returns within six (6) months, the time away from the bargaining unit will be adjusted and a new bargaining unit seniority date established. If an employee returns to a covered job classification after six (6) months or more, their previously accrued bargaining unit seniority will not be bridged, and their bargaining unit seniority will be reestablished as of the new date they are placed into a job classification covered by this Agreement.

2003 Seniority calculations for all employees on the payroll prior to June 30, 1996 shall not be affected by this revised definition and that period of bargaining unit seniority will be calculated pursuant to the terms and conditions of the Agreement effective July 23, 1993.

2004 Section 2 – Department Seniority

2005 Department seniority is defined as the date of hire into the current department or date of hire into the former department if placed in the current department as a result of reorganization or restructuring of work. Department seniority shall have limited uses as described below.

2006 Department seniority shall govern in the following applications only within the department: job bidding for higher rated or equal classifications within the department only, additional hours, Life Balance Days and vacation scheduling and designated holiday scheduling. For all other purposes, bargaining unit seniority shall govern.

2007 Section 3 – Job Posting

2008 All job vacancies within the bargaining unit shall be posted by the Employer on the bulletin-board at the facility where the vacancy occurs and its related attached clinics. Further, all job vacancies outside of the facility will be listed on Code-A-Phones at the respective Medical Centers and/or facilities. The Code-A-Phone numbers will be listed on the Job Posting bulletin boards until such time as the Employer implements an alternative system. Such postings/listings shall be made in a timely manner. All job postings/listings shall include the classification, scheduled hours, number of hours per week, days off, work assignment, pay grade and qualifications of the position and will be posted for seven (7) days. In the event a job is posted listing certain qualifications, and no one meets those qualifications, and the Employer is willing to accept an applicant with lesser qualifications, then the job shall be posted again with the lesser qualifications listed.

2009 The criteria listed on a job posting must be related to the actual duties involved in the position. Employees filling vacancies posted with the criteria "Spanish Speaking Preferred" shall be paid the bilingual differential provided they meet the requirements as outlined in Article VI, Section 12.

2010 Each employee submitting an application for a new position or transfer will be considered and will be notified, if denied the position, of the reason for such denial within fourteen (14) workdays after the position has been filled. The employee shall be informed as to who received the position.

2011 Section 4 – Variable Hour Jobs

2012 Variable hour jobs may be posted with variable start/end times within a shift, which shall include the specific range of such start and end times respectively.

2013 After an employee has worked for a period of three (3) months in a variable position, a joint (union and management) informal review will be conducted of the scheduled hours worked by the impacted employee.

- 2014 a.) If the review reveals the employee has been scheduled in a manner consistent with the original job posting, no change in the utilization of the employee will occur.
- 2015 b.) If the review reveals that the employee has not been scheduled in a manner consistent with the original job posting (i.e. no variable schedule) and there are no mitigating circumstances (such as vacation, LOA or sick leave replacement), the employee's schedule will be converted to a schedule with a set start and end time.
- 2016 c.) If the review reveals that the employee has not been scheduled in a manner consistent with the original job posting, due to mitigating circumstances (such as vacation, LOA or sick leave replacement), then a second review will take place in another three (3) months and, based on the second review, the employee's schedule will either remain a variable position, due to actually working a variable schedule, or convert to a schedule with a set start and end time, due to the absence of any variable scheduling or mitigating circumstances. In the second review above, ongoing "mitigating circumstances" may be included as regular hours and will be given significantly less weight.
- 2017 No employee shall be placed in a Variable job except voluntarily or by bidding on such job. Joint Reviews, as outlined above, of Variable Positions will be conducted at any time upon request by the Union or Management in a timely manner.
- 2018 Section 5 – Request for Higher Rated or Equal Positions
- 2019 After completion of the initial probationary period, employees shall be allowed to submit a transfer request on a Transfer Request form provided by the Employer or by utilizing the Employer's recruitment system for posted/listed job vacancies in higher rated or equal classifications. Further, employees may submit completed request(s) in advance for a change of job area on a Transfer Request form which shall remain active for a period of six (6) months from the date of receipt. An employee shall not be required to have his or her supervisor's signature on a Transfer Request form. Employer agrees, upon receipt of such Transfer Request form, that the Human Resources Office shall maintain a file and provide such names to supervisors in departments where such vacancies occur and further that such employees shall be given preferential consideration over outside hires providing they possess the necessary qualifications for the job. In filling any vacancy, all qualified employees who have submitted a Transfer Request form within the seven (7) day posting period shall be preferred over outside applicants. Where two (2) or more qualified employees have submitted a request for the same job or shift, seniority shall prevail providing merit and ability are approximately equal. In order to determine the qualifications of employees, the Employer has expanded its selection process to include competency tests and skills validation. If

an employee's competency or skills validation is current, he/she will not be required to be tested for an equal position. Seniority shall be applied as follows:

1. Department seniority, if applicant and job are within the department.
2. Bargaining unit seniority, if outside the department, in the following order: Area, Member Service Area, Region.

2020 All qualified employees who have submitted transfer requests after the seven (7) day posting period shall be given equal consideration with outside applicants.

2021 Employees successfully bidding into a higher rated position shall receive the higher rate beginning the first Monday following two (2) weeks from the date they were selected for the position or the date they begin work in such position, whichever occurs first, unless mutually waived by the parties.

2022 Section 6 – Base "Plus" Jobs

2023 Base plus jobs may be posted indicating base hours and additional hours for which an employee may be scheduled (e.g. 20+). Three (3) months after an employee is hired into such a job, a joint (Union and Management) informal review will be conducted to determine the following:

2024 a.) If the employee, over the three month period, has only worked the base hours and no plus hour schedules and no mitigating circumstances (such as vacation, LOA or sick leave replacement) exists, then the "plus" will be removed from the job and the employee will assume a set schedule of hours.

2025 b.) If the employee, over a three month period, works an actual base "plus" schedule in the same department for less than an average of four (4) additional hours, then no change will be made to the employee's schedule at that time.

2026 c.) If the employee, over a three month period, consistently works a base "plus" schedule, an average of four (4) hours or more over the base in the same department, then an audit will be conducted. If no mitigating circumstances exist (such as vacation, LOA or sick leave replacement), then, the average hours in the department will be posted. Hours may be posted in increments that are practical for operations, by mutual agreement.

- 2027 If the three month informal review is not conclusive and/or mitigating circumstances exist, a joint formal review will be conducted at six (6) months, and steps a, b, or c above will be enacted, except that in (c) above, ongoing "mitigating circumstances" may be included as regular hours and will be given significantly less weight.
- 2028 If multiple employees in the department consistently work hours above base, the conglomeration of the hours will be reviewed and may be posted in order to avoid proliferation of Base Plus jobs.
- 2029 No employee shall be placed in a Base Plus job except voluntarily or by bidding on such job.
- 2030 Hours posted as a result of these reviews may first be claimed by part-time employees to increase regular hours or change status to full-time pursuant to Article XII, paragraph 1204 and then pursuant to Article XX of this Agreement.
- 2031 Joint Reviews, as outlined above, of Base Plus Positions will be conducted at any time upon request by the Union or Management in a timely manner.
- 2032 On-call employees shall receive preferential consideration for vacancies within their department at the facility at which they work after regular employees within the bargaining unit have received consideration. Except on-call employees, with 2,000 actual worked hours or more in the department, will be considered a part of the regular employee group for the purpose of applying seniority for job bidding only. When an On-Call employee successfully bids into a regular position seniority shall be initially credited based on hours actually worked since date of hire for bargaining unit seniority and hours actually worked in the department for department seniority.
- 2033 Where two (2) or more qualified on-call employees apply for the same vacancy, the employee with greater service (based on number of accumulated hours worked) shall prevail. Such service shall be applied by entity at the facility.
- 2034 In extenuating circumstances, the Employer agrees to give strong consideration to an employee's request for transfer even though a Notice of Disciplinary Action is present in the employee's file.
- 2035 Employee requests for transfer shall be denied regardless of the employee's seniority to a job vacancy in a department where the employee is related to the Department Head, Supervisor or Assistant Supervisor.

2036 Section 7 – Position Cancellation

2037 When a position is canceled, written notice shall be sent to the Union stating the reason for the cancellation.

2038 Section 8 – Part-time Employees Changing to Full-time Status

2039 In the event a part-time or on-call employee is offered and accepts a full-time position, his/her total hours worked as a part-time or on-call employee from date of hire, shall be totaled and said part-time or on-call employee shall receive one (1) month of service credit for each 173 hours worked. Using this formula, a new service eligibility date will be established for this number of months prior to the date of the employee's going to full-time status.

2040 Section 9 – Maintenance of Service Credit

2041 An employee who has six (6) calendar months service and has terminated and returns within six (6) months will retain all previously accrued seniority for wages and benefits. Employees transferring into the Southern California Region from other regions shall retain their service credit for purposes of benefit accrual, and if transferring into the same classification placement on the wage scale.

2042 When used in this Agreement, "Service Credit" shall mean that period of continuous employment with the Employer, less any absence from employment excepting regularly scheduled days off which exceeds thirty (30) calendar days for personal or family leave or sixty (60) calendar days for medical leave, for which no compensation is received. Where unpaid absences exceed the thirty (30) or sixty (60) calendar days respectively, service credit will be adjusted by the total number of days of absence. However, upon return from any unpaid authorized leave from employment, the employee's service credit accrued prior to such leave shall be retained. In the event of an industrial injury or illness leave of absence, the employee's service credit shall continue during the entire period of industrial injury or illness.

2043 Section 10 – Employment & Income Security

2044 It is the intent of the parties to adhere to the Employment & Income Security Agreement as outlined in the National Agreement.

2045 Section 11 – Force Reduction

2046 In a reduction in force and subsequent recall, the principle of bargaining unit seniority shall govern, providing that merit and ability are adequate.

2047 Reduction in force shall be defined as the elimination of an employee's position in a department or a reduction in head count in a department. Reduction from full-time to part-time or on-call status is deemed to be a reduction in force.

Reduction in hours of part-time employee(s) which results in a status change to on-call or results in the loss of the Dental Plan and Health Plan Coverage is deemed to be a reduction in force.

2048 Reduction in force language outlined in this Article will only apply to full-time and part-time employees.

2049 In the event of a reduction in force, the following steps will be followed in order to determine placement of the affected employee(s):

2050 Step One

2051 The affected employee(s) will be offered the ability to elect a voluntary layoff status at any step of the reduction in force process.

2052 Step Two

2053 The affected employee(s) may apply for and will be given any open position for which they are qualified and for which they meet position requirements within the Region. Employees may exercise this option at any time during the reduction in force process.

2054 Step Three

2055 The affected employee(s) will be placed into any vacant position of the same status, shift and classification provided he/she meets the position requirements in the following order:

- a) Medical Center Area/Regional Services Area
- b) Member Service Area (at employee's option)
- c) Region (at employee's option)

2056 An affected full-time employee, at his/her option, will be placed into any vacant part-time position in the above order, provided he/she meets the position requirements.

2057 Employee(s) placed into a comparable vacant/open position(s) within the Area will not have recall rights.

2058 If an employee rejects an open comparable position offered at this Step, within the Area, then the employee will forfeit all displacement rights. Such refusal would result in the employee being laid off and the forfeiture of recall rights.

2059 Step Four

2060 Employees who do not qualify for placement in Step 2 or Step 3 may displace the least senior employee in his/her current classification, shift and status, provided he/she meets the minimum position requirements in the following order:

1. Department
2. Medical Center Area/Regional Services Area
3. Member Service Area
4. Region (at employee's option)

2061 No recall rights will be given to any employee who rejects displacing another employee in his/her classification, shift and status in the Department, Area or Member Service Area.

2062 An affected full-time employee, at his/her option and at any time within the Step Four order above, may elect to displace the least senior benefited part-time employee or an employee on another shift in his/her classification, or return to his/her former classification, provided he/she meets the minimum position requirements.

2063 An employee returning to his/her former classification will serve a new trial period as referenced in Article XVI and revert back to full rights under this provision.

2064 Step Five

2065 Any employee who cannot displace a least senior employee in his/her current classification, shift and status in the Department, Area, Member Service Area or Region or cannot displace the least senior employee in another status, shift or former classification shall be given the option of being placed into an on-call position.

2066 Recall

2067 An employee on layoff status or whose status was changed as a result of reduction in hours, shall have rights in accordance with this provision for twelve (12) months from the date the employee was laid off or had his/her status reduced. Recall will be by bargaining unit seniority.

2068 Employees placed into a position on a different shift, status or former classification in Step 3 and Step 4 shall have rights to return to his/her former shift, status and classification (within the Area), under the recall rights provisions for the defined "recall" period. If an employee rejects the open position, then the employee will be taken off the recall list. This provision shall apply only to employees displaced after the effective date of this Agreement.

2069 A laid off employee may refuse a job offer and retain full recall rights if the job is not comparable in status, shift and classification to his/her former position at the time of layoff and not within the Area. Additionally, a laid off employee who accepts a job that is not comparable shall retain recall rights for the remaining term back to a comparable status, shift and classification within his/her Area at the time of layoff.

2070 Section 12 – On-Call Reduction in Force

2071 In the event of a reduction in force of on-call positions, bargaining unit seniority will apply. The number of on-call employees in the classification(s) in which reductions are needed will be laid off in inverse order using bargaining unit seniority.

2072 Section 13 – Reduction in Force Notice

2073 The Employer agrees to give the Union sixty (60) days notice of a reduction in force which will affect employees.

2074 Section 14 – Application of Reduction in Force Procedure

2075 The parties recognize that reductions in force are extremely serious matters and that even well intentioned procedures may result in unintended applications. Therefore, the parties agree to communicate and meet during any application of the procedures to ensure its correct application to employees. Nothing contained herein shall prevent the parties from mutually agreeing to modify the procedure in a specific reduction in force application should the need arise.

2100 ARTICLE XXI – NONDISCRIMINATION

2101 The Employer and the Union agree that no employee or applicant for employment shall be discriminated against with the implementation of this Agreement or any other terms and conditions of employment in regard to race, color, religion, age, sex, national origin, sexual orientation, physical or mental handicap or veteran status.

2200 ARTICLE XXII – SAFETY

2201 The Employer shall, at all times, provide safe material, equipment and working conditions for all employees. The Employer agrees to provide all employees with a safe place to work and further agrees to comply with the Federal and California Occupational and Safety Health Acts. The Employer and employees should work to avoid or minimize hazards.

2300 **ARTICLE XXIII – BULLETIN BOARDS**

- 2301 The Employer shall provide a reasonable space at each facility for a bulletin board. The Employer will furnish a reasonable size bulletin board not to exceed thirty-six inches (36") by thirty-six inches (36"), except by mutual agreement or where already provided, for the Union's use. In the event the Union demonstrates the need for a glass-enclosed, locked bulletin board, such shall be provided for the Union's use.

2400 **ARTICLE XXIV – PERFORMANCE EVALUATIONS**

- 2401 It is the Employer's intent to review an employee's performance periodically. Performance evaluations will not be utilized for discipline.

2500 **ARTICLE XXV – EDUCATION AND TRAINING**

- 2501 The Union and the Employer agree that offering and promoting educational and training opportunities can prove to be a benefit to both the employee and the Employer. There is also agreement that the availability of appropriate training which enhances career mobility and provides avenues for employee growth and development is desirable for both parties. The Employer shall make every reasonable effort to meet personnel needs by way of internal promotion and career development, and shall consider waiving work experience requirements for individuals who complete career development programs.

2502 **Tuition Reimbursement**

- 2503 All full-time and part-time employees, who are scheduled to work twenty (20) or more hours per week, are eligible to participate in the Employer's Tuition Reimbursement Program subject to the requirements of the program.

2600 **ARTICLE XXVI – DURATION OF AGREEMENT**

- 2601 The wage schedules set forth in Appendix "B" to be attached hereto and all other provisions of this Agreement shall become effective as of the 1st day of October, 2000, except as otherwise specifically provided and shall continue through and include October 1, 2006, and shall continue in effect from year to year thereafter, until written notice of a desire to amend or terminate this Agreement is given not less than ninety (90) days prior to any such yearly expiration by either of the parties to this Agreement to the other and, except in the event of termination notice, the Agreement then in effect shall remain in full force and effect until a new Agreement is consummated.

2602 The Employer agrees to comply with all applicable State and Federal laws. If any provision of this Agreement is found to be in conflict with the laws of the State of California or of the United States of America, the remaining provisions of the Agreement shall remain in full force and effect.

Local 399 Signature Page

Local 399 Signature Page, continued

**KAISER FOUNDATION HOSPITALS
KAISER FOUNDATION HEALTH PLAN**

SOUTHERN CALIFORNIA PERMANENTE MEDICAL GROUP

/S/ Oliver Goldsmith, M.D.
Oliver Goldsmith, M.D.

/S/ Richard Cordova
Richard Cordova

/S/ Thomas J. Williamson
Thomas J. Williamson

/S/ Gordon C. Hill
Gordon C. Hill

/S/ Thomas W. Lee
Thomas W. Lee

/S/ Judi White
Judi White

/S/ Gregory Adams
Gregory Adams

/S/ Jim Bishoff
Jim Bishoff

/S/ Linda Donner
Linda Donner

/S/ Marilyn Owsley
Marilyn Owsley

/S/ Maryanne Malzone
Maryanne Malzone

/S/ Mordia Bryan-Salmon
Mordia Bryan-Salmon

/S/ Carol Feig
Carol Feig

/S/ Jacque T. Wright
Jacque T. Wright

Appendix "A" – Classifications & Wages

****Effective June 19, 1996****

Section 1 – Development & Maintenance of Job Description and Wage Rates

- A. The wages rate for each job class shall be the standard wage rate for all jobs classified in that job class, as set forth in Appendix "B."
- B. Each job shall continue in effect until or unless there is a change in job content sufficient to justify reclassification or the job is no longer in existence. The Union will be notified of the results of any Employer (re)classification, additions or deletions to this Appendix prior to implementation.
- C. When new jobs are created or when position content of presently established jobs is affected, the Employer will describe and determine the appropriate wage structure of any such new or changed job(s). All such new or changed jobs shall be assigned to the proper job class, as listed in this Appendix, at an equitable rate.
- D. In the event the job description for any job is changed, the new job description will be sent to the Union within thirty (30) calendar days.

Section 2 – Standard Hourly Wage Structure

- A. Job Families
 - Service & Maintenance/Production
 - Clerical
 - Patient Care/Technical
- B. The Standard Hourly Wage Structure for all job families include a six (6) step rate progression consisting of a Start Rate, 1-Year Rate, 2-Year Rate, 3-Year Rate, 4-Year Rate, and 5-Year Rate. Step progression is based on calendar months of service in the classification for full-time employees and equivalent service in the classification for part-time employees. (One calendar month equals 173.333 hours.)
- C. Each employee will be assigned a job classification title. When an employee is required to perform work in a classification, other than his/her assigned classification, his/her hourly wage rate shall be determined as follows:
 - 1.) Employees working in a lower classification on a temporary basis shall continue to receive the straight time hourly wage rate of pay

to which he/she is entitled to in his/her assigned job classification for the time spent in the lower classification.

- 2.) Employees working in a higher classification on a temporary basis for at least one (1) hour, shall receive the straight time hourly wage rate for the higher classification and be paid at the same tenure step rate held in his/her assigned job classification for all time spent in the higher classification.
- D. Employees who are permanently transferred to a higher position (promotion) or same (lateral) shall maintain their step wage rate in the new position.
- E. "Employees permanently transferred to lower (demotion), equal (lateral) or higher (promotion) classifications shall retain their step increase schedule. Promotions and laterals shall be to the same rate step, and demotions shall be to the rate closest to but below the rate in the former classification."

Section 3 – Red Circle Rates

- A. "Red Circle" – when appropriate – shall apply only for the occupancy of his/her present job or position or of succeeding jobs for which the Standard Hourly Wage Rate is less than the "Red Circle" rate.
- B. It shall be the intent of the parties to eliminate "Red Circle" rates gradually, utilizing normal promotions, advancements from one (1) step wage rate to the next, turnover of employment, and offsetting "Red Circle" rates against general and uniform increase in rate of pay.
- C. Lateral transfers or downgrades at the specific request of the Employer shall not be cause to eliminate "Red Circle" rates.
- D. If an employee is upgraded from a job in which he/she is receiving a "Red Circle" rate and thereafter, within one (1) year, is reassigned or downgraded to said job or position formerly occupied, he/she shall be entitled to continue to receive the "Red Circle" rate as if he/she had been continuously employed therein. If such reassignment or downgrade to said job or position occurs subsequent to one (1) year after upgrading therefrom, such employee shall be paid at the established hourly wage rate for the job or position.
- E. A "Red Circle" rate shall not restrict the payment of the longevity rate referred to in Article VIII of this Agreement.

Appendix "B" – Wage Rates

October 1, 2001 to September 27, 2004

<u>Section</u>	<u>Pages</u>
A. Lead Community Wage Rates	68 – 93
B. Community Wage Rates	94 – 115
C. Alternate Compensation Program (ACP) Wage Rates	116 – 139
D. Per Diem Wage Rates	140 – 143

LEAD COMMUNITY - SERVICE, MAINTENANCE & PRODUCTION

Appendix "B"

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD PARKING LOT ATTENDANT	43359	03	10/1/01	9.514	9.990	10.491	10.885	11.794	12.075	12.375	12.475	12.575	12.675
LEAD KITCHEN WORKER	45429		9/30/02	9.895	10.390	10.911	11.300	12.265	12.558	12.858	12.958	13.058	13.158
LEAD LINEN ROOM ATTENDANT	40146		9/29/03	10.291	10.806	11.347	11.752	12.757	13.060	13.360	13.460	13.560	13.660
			9/27/04	10.703	11.238	11.801	12.222	13.267	13.582	13.882	13.982	14.082	14.182
LEAD HOUSEKEEPING ATTENDANT	47639	04	10/1/01	9.669	10.151	10.711	11.299	11.921	12.576	12.876	12.976	13.076	13.176
LEAD STOREROOM WORKER	43535		9/30/02	10.056	10.557	11.139	11.751	12.398	13.079	13.379	13.479	13.579	13.679
			9/29/03	10.458	10.979	11.585	12.221	12.894	13.602	13.902	14.002	14.102	14.202
			9/27/04	10.876	11.418	12.048	12.710	13.410	14.148	14.446	14.546	14.646	14.746
LEAD STOREROOM WORKER (OFF-SITE)	43552	05	10/1/01	10.526	11.053	11.681	12.303	12.978	13.692	13.992	14.092	14.192	14.292
			9/30/02	10.947	11.495	12.127	12.785	13.497	14.240	14.540	14.640	14.740	14.840
			9/29/03	11.385	11.955	12.612	13.307	14.037	14.810	15.110	15.210	15.310	15.410
			9/27/04	11.840	12.433	13.116	13.839	14.598	15.402	15.702	15.802	15.902	16.002
LEAD COURIER	40189	03	10/1/01	10.934	11.480	12.112	12.776	13.478	14.221	14.521	14.621	14.721	14.821
LEAD MEDICAL CENTER MESSENGER	40190		9/30/02	11.371	11.939	12.596	13.287	14.017	14.790	15.090	15.190	15.290	15.390
			9/29/03	11.826	12.417	13.100	13.818	14.578	15.382	15.682	15.782	15.882	15.982
			9/27/04	12.289	12.914	13.624	14.371	15.161	15.997	16.297	16.397	16.497	16.597
LEAD SHIPPING & RECEIVING CLERK	40191	05	10/1/01	11.256	11.818	12.466	13.153	13.876	14.639	14.939	15.039	15.139	15.239
			9/30/02	11.706	12.291	12.965	13.679	14.431	15.225	15.525	15.625	15.725	15.825
			9/29/03	12.174	12.783	13.464	14.226	15.008	15.834	16.134	16.234	16.334	16.434
			9/27/04	12.661	13.294	14.023	14.795	15.608	16.467	16.767	16.867	16.967	17.067
LEAD COOK	45476	06	10/1/01	11.872	12.486	13.151	13.875	14.638	15.444	15.744	15.844	15.944	16.044
			9/30/02	12.347	12.965	13.677	14.430	15.224	16.062	16.362	16.462	16.562	16.662
			9/29/03	12.841	13.484	14.224	15.007	15.833	16.704	17.004	17.104	17.204	17.304
			9/27/04	13.355	14.023	14.793	15.607	16.466	17.372	17.672	17.772	17.872	17.972
LEAD CENTRAL PHARMACY WAREHOUSE WORKER	40033	05	10/1/01	12.820	13.459	14.199	14.981	15.807	16.673	16.973	17.073	17.173	17.273
			9/30/02	13.333	13.997	14.767	15.580	16.439	17.340	17.640	17.740	17.840	17.940
			9/29/03	13.866	14.557	15.358	16.203	17.097	18.034	18.334	18.434	18.534	18.634
			9/27/04	14.421	15.139	15.972	16.851	17.781	18.755	19.055	19.155	19.255	19.355
LEAD BOB TAIL TRUCK DRIVER	40192	UG	10/1/01	13.653	14.336	15.126	15.959	16.836	17.761	18.061	18.161	18.261	18.361
			9/30/02	14.199	14.909	15.731	16.597	17.509	18.471	18.771	18.871	18.971	19.071
			9/29/03	14.767	15.505	16.360	17.261	18.209	19.210	19.510	19.610	19.710	19.810
			9/27/04	15.358	16.125	17.014	17.951	18.937	19.978	20.278	20.378	20.478	20.578

LEAD COMMUNITY - PATIENT CARE / TECHNICAL

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD TRANSPORTATION AIDE	30494	21	10/1/01 9/30/02 9/29/03 9/27/04	9.709 10.097 10.501 10.921	10.195 10.603 11.027 11.468	10.528 10.947 11.385 11.840	11.554 12.016 12.497 12.997	11.803 12.275 12.766 13.277	12.790 13.302 13.834 14.387	13.090 13.602 14.134 14.687	13.190 13.702 14.234 14.787	13.290 13.802 14.334 14.887	13.390 13.902 14.434 14.987
LEAD OPTICAL WORKER	30509	22	10/1/01 9/30/02 9/29/03 9/27/04	11.518 11.979 12.458 12.956	12.101 12.585 13.088 13.612	12.707 13.215 13.744 14.294	13.436 13.973 14.532 15.113	13.858 14.412 14.988 15.588	14.182 14.749 15.339 15.953	14.482 15.049 15.639 16.253	14.582 15.149 15.739 16.353	14.682 15.249 15.839 16.453	14.782 15.349 15.939 16.553
LEAD JUNIOR LAB ASSISTANT	35578	21	10/1/01	11.859	12.243	12.854	13.566	13.973	14.114	14.414	14.514	14.614	14.714
LEAD LAB AIDE	35579		9/30/02 9/29/03 9/27/04	12.125 12.810 13.114	12.733 13.242 13.772	13.368 13.903 14.459	14.109 14.673 15.260	14.532 15.113 15.718	14.679 15.268 15.877	14.979 15.568 16.177	15.079 15.668 16.277	15.179 15.768 16.377	15.279 15.868 16.477
LEAD CENTRAL SUPPLY TECH I	30275	22	10/1/01 9/30/02 9/29/03 9/27/04	11.881 12.356 12.850 13.364	12.474 12.973 13.492 14.032	13.163 13.690 14.238 14.808	13.886 14.441 15.019 15.620	14.650 15.236 15.845 16.479	15.456 16.074 16.717 17.388	15.756 16.374 17.017 17.686	15.856 16.474 17.117 17.786	15.956 16.574 17.217 17.886	16.056 16.674 17.317 17.988
LEAD CENTRAL SUPPLY TECH II	30276	22	10/1/01 9/30/02 9/29/03 9/27/04	12.178 12.665 13.172 13.699	12.786 13.297 13.829 14.382	13.491 14.031 14.592 15.176	14.234 14.803 15.395 16.011	15.017 15.618 16.243 16.893	15.842 16.478 17.135 17.820	16.142 16.776 17.435 18.120	16.242 16.876 17.535 18.220	16.342 16.976 17.635 18.320	16.442 17.076 17.735 18.420
LEAD LAB ASSISTANT I	35595	22	10/1/01 9/30/02 9/29/03 9/27/04	12.414 12.911 13.427 13.964	13.035 13.556 14.098 14.662	13.686 14.233 14.802 15.394	14.499 15.079 15.682 16.309	14.990 15.590 16.214 16.863	15.402 16.018 16.659 17.325	15.702 16.318 16.959 17.625	15.802 16.418 17.059 17.725	15.902 16.518 17.159 17.825	16.002 16.618 17.259 17.925
LEAD MULTIPHASIC HEALTH ASST	36959	24	10/1/01 9/30/02 9/29/03 9/27/04	12.540 13.042 13.564 14.107	13.168 13.695 14.243 14.813	13.891 14.447 15.025 15.626	14.656 15.242 15.852 16.486	15.464 16.083 16.726 17.395	16.314 16.967 17.646 18.352	16.614 17.267 17.946 18.652	16.714 17.367 18.046 18.752	16.814 17.467 18.146 18.852	16.914 17.567 18.246 18.952
LEAD CLINIC ASSISTANT	30510		10/1/01 9/30/02 9/29/03 9/27/04	12.734 13.243 13.773 14.324	13.372 13.907 14.463 15.042	14.107 14.671 15.258 15.868	14.883 15.478 16.097 16.741	15.703 16.331 16.984 17.663	16.567 17.230 17.919 18.636	16.867 17.530 18.219 18.936	16.967 17.630 18.319 19.036	17.067 17.730 18.419 19.136	17.167 17.830 18.519 19.236

LEAD COMMUNITY - PATIENT CARE / TECHNICAL

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD MEDICAL ASSISTANT	30524		10/1/01	12.797	13.438	14.176	14.956	15.780	16.649	16.949	17.049	17.149	17.249
			9/30/02	13.309	13.976	14.743	15.554	16.411	17.315	17.615	17.715	17.815	17.915
			9/29/03	13.841	14.536	15.333	16.176	17.067	18.008	18.308	18.408	18.508	18.608
			9/27/04	14.395	15.116	15.946	16.823	17.750	18.728	19.028	19.128	19.228	19.328
LEAD OPTICAL MECHANIC	37052	23	10/1/01	12.594	13.223	13.883	14.640	15.194	15.291	15.591	15.691	15.791	15.891
			9/30/02	13.098	13.752	14.438	15.226	15.802	15.903	16.203	16.303	16.403	16.503
			9/29/03	13.622	14.302	15.016	15.835	16.434	16.539	16.839	16.939	17.039	17.139
			9/27/04	14.167	14.874	15.617	16.468	17.091	17.201	17.501	17.601	17.701	17.801
LEAD LAB ASSISTANT II	35589	23	10/1/01	13.656	14.343	15.060	15.949	16.810	16.690	16.990	17.090	17.190	17.290
LEAD PHLEBOTOMIST	30495		9/30/02	14.202	14.917	15.682	16.587	17.274	17.358	17.658	17.758	17.858	17.958
			9/29/03	14.770	15.514	16.288	17.250	17.965	18.052	18.352	18.452	18.552	18.652
			9/27/04	15.381	16.135	16.940	17.940	18.684	18.774	19.074	19.174	19.274	19.374
LEAD RAD PROC SERV TECH	30496		10/1/01	14.066	14.772	15.512	16.428	17.108	17.181	17.491	17.591	17.691	17.791
			9/30/02	14.629	15.363	16.132	17.085	17.792	17.879	18.179	18.279	18.379	18.479
			9/29/03	15.214	15.978	16.777	17.768	18.504	18.594	18.894	18.994	19.094	19.194
			9/27/04	15.823	16.617	17.446	18.479	19.244	19.338	19.638	19.738	19.838	19.938
LEAD EKG TECHNICIAN	30180	23	10/1/01	15.142	15.901	16.775	17.697	18.671	19.698	19.998	20.098	20.198	20.298
			9/30/02	15.748	16.537	17.446	18.405	19.418	20.486	20.786	20.886	20.986	21.086
			9/29/03	16.378	17.198	18.144	19.141	20.195	21.305	21.605	21.705	21.805	21.905
			9/27/04	17.033	17.886	18.870	19.907	21.003	22.157	22.457	22.557	22.657	22.757
LEAD OPTICAL DISPENSER	30356	24	10/1/01	15.028	15.857	16.848	17.751	18.903	20.058	20.358	20.458	20.558	20.658
LEAD OPTICAL TECHNICIAN	37055		9/30/02	15.629	16.491	17.314	18.461	19.659	20.860	21.160	21.260	21.360	21.460
LEAD TISSUE TECHNICIAN	35599		9/29/03	16.254	17.151	18.007	19.198	20.445	21.694	21.994	22.094	22.194	22.294
			9/27/04	16.904	17.837	18.727	19.967	21.263	22.562	22.862	22.962	23.062	23.162
LEAD LVN I	30130	25	10/1/01	15.546	16.322	17.221	18.137	19.167	20.221	20.521	20.621	20.721	20.821
			9/30/02	16.168	16.975	17.910	18.894	19.934	21.030	21.330	21.430	21.530	21.630
			9/29/03	16.815	17.654	18.626	19.650	20.731	21.871	22.171	22.271	22.371	22.471
			9/27/04	17.486	18.360	19.371	20.436	21.560	22.746	23.046	23.146	23.246	23.346
LEAD UROLOGY TECHNOLOGIST	30497	26	10/1/01	16.028	16.830	17.755	18.731	19.761	20.848	21.148	21.248	21.348	21.448
			9/30/02	16.669	17.503	18.465	19.430	20.551	21.682	21.982	22.082	22.182	22.282
			9/29/03	17.338	18.203	19.204	20.259	21.373	22.549	22.849	22.949	23.049	23.149
			9/27/04	18.029	18.931	19.972	21.059	22.228	23.451	23.751	23.851	23.951	24.051

LEAD COMMUNITY - PATIENT CARE / TECHNICAL

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD LVN II	36298		10/1/01	15.745	16.531	17.442	18.398	19.412	20.479	20.779	20.879	20.979	21.079
			9/30/02	16.375	17.192	18.140	19.134	20.188	21.298	21.598	21.698	21.798	21.898
			9/29/03	17.030	17.880	18.866	19.899	20.996	22.150	22.450	22.550	22.650	22.750
			9/27/04	17.711	18.595	19.621	20.695	21.836	23.036	23.336	23.436	23.536	23.636
LEAD LVN III	36302		10/1/01	18.349	17.166	18.109	19.106	20.156	21.265	21.565	21.665	21.765	21.865
			9/30/02	17.003	17.853	18.833	19.870	20.962	22.116	22.416	22.516	22.616	22.716
			9/29/03	17.683	18.567	19.586	20.665	21.800	23.001	23.301	23.401	23.501	23.601
			9/27/04	18.390	19.310	20.369	21.482	22.672	23.921	24.221	24.321	24.421	24.521
LEAD ANESTHESIA TECH	30526	24	10/1/01	16.606	17.440	18.398	19.411	20.478	21.603	21.903	22.003	22.103	22.203
LEAD AUTOPSY TISSUE TECH ASST	30515		9/30/02	17.272	18.138	19.134	20.187	21.297	22.467	22.767	22.867	22.967	23.067
LEAD EEG TECH	30498		9/29/03	17.963	18.864	19.899	20.984	22.149	23.366	23.666	23.766	23.866	23.966
LEAD HEALTH EVALUATION ASST	30499		9/27/04	18.682	19.619	20.695	21.834	23.035	24.301	24.601	24.701	24.801	24.901
LEAD LAB ASSISTANT III	30506												
LEAD PODIATRY TECH	30513												
LEAD POLYSOMN TECHNO	30511	25	10/1/01	17.747	18.633	19.657	20.740	21.881	23.084	23.384	23.484	23.584	23.684
			9/30/02	18.457	19.378	20.443	21.570	22.756	24.007	24.307	24.407	24.507	24.607
			9/29/03	19.195	20.153	21.261	22.433	23.686	24.967	25.267	25.367	25.467	25.567
			9/27/04	19.963	20.959	22.111	23.330	24.613	25.966	26.266	26.366	26.466	26.566
LEAD SOLUTIONS TECHNO	30500		10/1/01	18.278	19.192	20.247	21.362	22.536	23.776	24.076	24.176	24.276	24.376
			9/30/02	19.009	19.960	21.057	22.216	23.437	24.727	25.027	25.127	25.227	25.327
			9/29/03	19.769	20.758	21.899	23.105	24.374	25.716	26.016	26.116	26.216	26.316
			9/27/04	20.560	21.588	22.775	24.029	25.349	26.745	27.045	27.145	27.245	27.345
LEAD HISTOLOGY TECHNO	35613	24	10/1/01	19.387	20.335	21.455	22.634	23.879	25.195	25.495	25.595	25.695	25.795
			9/30/02	20.142	21.148	22.313	23.539	24.834	26.203	26.503	26.603	26.703	26.803
			9/29/03	20.948	21.994	23.206	24.481	25.827	27.251	27.551	27.651	27.751	27.851
			9/27/04	21.786	22.874	24.134	25.460	26.860	28.341	28.641	28.741	28.841	28.941
LEAD RESP CARE PRAC I	35739	26	10/1/01	20.499	21.473	22.585	23.781	25.030	26.350	26.650	26.750	26.850	26.950
			9/30/02	21.319	22.332	23.499	24.732	26.031	27.404	27.704	27.804	27.904	28.004
			9/29/03	22.172	23.225	24.439	25.721	27.072	28.500	28.800	28.900	29.000	29.100
			9/27/04	23.059	24.154	25.417	26.750	28.155	29.640	29.940	30.040	30.140	30.240

LEAD COMMUNITY - PATIENT CARE / TECHNICAL

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD RESP CARE PRAC II	35738		10/1/01	20.735	21.719	22.854	24.054	25.318	26.653	28.953	27.053	27.153	27.253
			9/30/02	21.564	22.588	23.768	25.016	26.331	27.719	28.019	28.119	28.219	28.319
			9/29/03	22.427	23.492	24.719	26.017	27.384	28.828	29.128	29.228	29.328	29.428
			9/27/04	23.324	24.432	25.708	27.058	28.479	29.981	30.281	30.381	30.481	30.581
LEAD RESP CARE PRAC III	35742	26	10/1/01	20.940	21.935	23.081	24.293	25.569	26.916	27.216	27.316	27.416	27.516
			9/30/02	21.778	22.812	24.004	25.265	26.592	27.993	28.293	28.393	28.493	28.593
			9/29/03	22.649	23.724	24.964	26.275	27.656	29.113	29.413	29.513	29.613	29.713
			9/27/04	23.555	24.673	25.963	27.327	28.762	30.278	30.578	30.678	30.778	30.878
LEAD ORTHO TECHNO	30501	25	10/1/01	20.352	21.369	22.544	23.784	25.093	26.471	26.771	26.871	26.971	27.071
			9/30/02	21.168	22.224	23.446	24.735	26.097	27.530	27.830	27.930	28.030	28.130
			9/29/03	22.013	23.113	24.384	25.724	27.141	28.631	28.931	29.031	29.131	29.231
			9/27/04	22.894	24.038	25.359	26.753	28.227	29.776	30.076	30.176	30.276	30.376

LEAD COMMUNITY - PROCESSING / COMPUTER OPERATIONS

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD APPOINTMENT DATA CLERK	20214	12	10/1/01	11.188	11.747	12.392	13.073	13.794	14.552	14.852	14.952	15.052	15.152
LEAD CHART ROOM CLERK	24599		9/30/02	11.633	12.217	12.888	13.596	14.346	15.134	15.434	15.534	15.634	15.734
LEAD ENTRY CLERK	20640		9/29/03	12.098	12.706	13.404	14.140	14.920	15.739	16.039	16.139	16.239	16.339
LEAD FILE CLERK	20042		9/27/04	12.582	13.214	13.940	14.706	15.517	16.369	16.669	16.769	16.869	16.969
LEAD X-RAY CLERK	20492												
LEAD ACCOUNTS PAYABLE CLERK	20629	13	10/1/01	11.680	12.265	12.938	13.651	14.400	15.192	15.492	15.592	15.692	15.792
LEAD BIRTH CERTIFICATE CLERK	24528		9/30/02	12.147	12.756	13.458	14.197	14.976	15.800	16.100	16.200	16.300	16.400
LEAD COMMUNICATIONS OPERATOR	24829		9/29/03	12.833	13.286	13.994	14.765	15.575	16.432	16.732	16.832	16.932	17.032
LEAD DATA ENTRY CLERK	24627		9/27/04	13.138	13.797	14.554	15.356	16.198	17.089	17.389	17.489	17.589	17.689
LEAD DIETARY CASHIER	25141												
LEAD DIET CLERK	20654												
LEAD DOCUMENT PREP ASST	20684												
LEAD GENERAL CLERK	20641												
LEAD LAB CLERK	25059												
LEAD STOREROOM CLERK	20628												
LEAD TRANSPORTATION ORDERLY / DISPATCHER	20650												
LEAD ACCT RECONCIL CLERK	24180	13	10/1/01	12.193	12.803	13.509	14.251	15.035	15.862	16.162	16.262	16.362	16.462
LEAD BLOOD DONOR RECRUITER	25057		9/30/02	12.681	13.315	14.049	14.821	15.636	16.496	16.796	16.896	16.996	17.096
LEAD BUSINESS OFFICE CLERK	20109		9/29/03	13.188	13.848	14.611	15.414	16.261	17.156	17.456	17.556	17.656	17.756
LEAD CASHIER RECEPTIONIST	25139		9/27/04	13.716	14.402	15.195	16.031	16.911	17.842	18.142	18.242	18.342	18.442
LEAD CLERK STENO	24045												
LEAD COLLECTION SUPPORT REP	20642												
LEAD CUSTOMER SERVICE PHONE REP	24781												
LEAD DRUG PURCHASING CLERK	24152												
LEAD INTERMEDIATE CLERK	20643												
LEAD RECEPTIONIST	25129												
LEAD SUBPOENA CLERK	20631												
LEAD APPOINTMENT CLERK	20630		10/1/01	12.437	13.060	13.778	14.535	15.336	16.179	16.479	16.579	16.679	16.779
LEAD DEPARTMENT SECRETARY	20651		9/30/02	12.934	13.582	14.329	15.116	15.949	16.826	17.126	17.226	17.326	17.426
			9/29/03	13.451	14.125	14.902	15.721	16.587	17.499	17.799	17.899	17.999	18.099
			9/27/04	13.989	14.690	15.498	16.350	17.250	18.199	18.499	18.599	18.699	18.799

LEAD COMMUNITY - PROCESSING / COMPUTER OPERATIONS

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD DATA ENTRY OPERATOR	24649	13	10/1/01	12.276	12.891	13.599	14.347	15.135	15.968	16.268	16.368	16.468	16.568
			9/30/02	12.767	13.407	14.143	14.921	15.740	16.607	16.907	17.007	17.107	17.207
			9/29/03	13.278	13.843	14.709	15.518	16.370	17.271	17.571	17.671	17.771	17.871
			9/27/04	13.809	14.501	15.297	16.139	17.025	17.962	18.262	18.362	18.462	18.562
LEAD ADMITTING CLERK	20122	13	10/1/01	12.316	12.930	13.644	14.393	15.184	16.020	16.320	16.420	16.520	16.620
LEAD HOME HEALTH CLERK	20632		9/30/02	12.809	13.447	14.190	14.969	15.791	16.661	16.961	17.061	17.161	17.261
			9/29/03	13.321	13.985	14.758	15.568	16.423	17.327	17.627	17.727	17.827	17.927
			9/27/04	13.854	14.544	15.348	16.191	17.080	18.020	18.320	18.420	18.520	18.620
LEAD CUSTOMER SERVICE REP	20644	14	10/1/01	12.564	13.193	13.917	14.683	15.491	16.343	16.643	16.743	16.843	16.943
LEAD GRP REVIEWER	24695		9/30/02	13.067	13.721	14.474	15.270	16.111	16.997	17.297	17.397	17.497	17.597
LEAD MBSHP SRV CLK	20385		9/29/03	13.590	14.270	15.053	15.881	16.755	17.677	17.977	18.077	18.177	18.277
LEAD RECORDS CLERK	20263		9/27/04	14.134	14.841	15.655	16.516	17.425	18.384	18.684	18.784	18.884	18.984
LEAD SURGERY SCHEDULING CLERK	20209		10/1/01	12.840	13.483	14.224	15.007	15.832	16.702	17.002	17.102	17.202	17.302
			9/30/02	13.354	14.022	14.793	15.607	16.465	17.370	17.670	17.770	17.870	17.970
			9/29/03	13.888	14.583	15.385	16.231	17.124	18.065	18.365	18.465	18.565	18.665
			9/27/04	14.444	15.166	16.000	16.880	17.809	18.788	19.088	19.188	19.288	19.388
LEAD ASSISTANT COLLECTOR	20653		10/1/01	12.941	13.589	14.336	15.124	15.956	16.834	17.134	17.234	17.334	17.434
			9/30/02	13.459	14.133	14.909	15.729	16.594	17.507	17.807	17.907	18.007	18.107
			9/29/03	13.997	14.698	15.505	16.358	17.258	18.207	18.507	18.607	18.707	18.807
			9/27/04	14.557	15.286	16.125	17.012	17.948	18.935	19.235	19.335	19.435	19.535
LEAD CLERK	20633	14	10/1/01	13.763	14.453	15.246	16.086	16.970	17.904	18.204	18.304	18.404	18.504
LEAD MEDICAL AUDIT CLERK	20652		9/30/02	14.314	15.031	15.856	16.729	17.649	18.620	18.920	19.020	19.120	19.220
LEAD MEDICAL SECRETARY	20634		9/29/03	14.887	15.632	16.490	17.398	18.355	19.365	19.665	19.765	19.865	19.965
LEAD MEMBERSHIP ACCTG COORD	20635		9/27/04	15.482	16.257	17.150	18.094	19.089	20.140	20.440	20.540	20.640	20.740
LEAD OPTICAL SCANNER OPER	20636												
LEAD PSYCH SOCIAL CLERK	20647												
LEAD INDUSTRIAL BILLER	20645	15	10/1/01	14.555	15.282	16.124	17.010	17.947	18.934	19.234	19.334	19.434	19.534
LEAD INSURANCE BILLER	20637		9/30/02	15.137	15.893	16.769	17.690	18.665	19.691	19.991	20.091	20.191	20.291
LEAD REVENUE BILLER	20646		9/29/03	15.742	16.529	17.440	18.398	19.412	20.479	20.779	20.879	20.979	21.079
			9/27/04	16.372	17.190	18.138	19.134	20.188	21.298	21.598	21.698	21.798	21.898

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LEAD INDUSTRIAL EOB PROCESSOR	20648	18	10/1/01	14.865	15.508	16.361	17.258	18.209	19.212	19.512	19.612	19.712	19.812
			9/30/02	15.460	16.128	17.015	17.949	18.937	19.980	20.280	20.380	20.480	20.580
			9/29/03	16.078	16.773	17.698	18.667	19.694	20.779	21.079	21.179	21.279	21.379
			9/27/04	16.721	17.444	18.404	19.414	20.482	21.610	21.810	22.010	22.110	22.210
LEAD COLLECTOR II	20654		10/1/01	15.310	15.974	16.851	17.777	18.755	19.788	20.088	20.188	20.288	20.388
			9/30/02	15.922	16.613	17.525	18.488	19.505	20.580	20.880	20.980	21.080	21.180
			9/29/03	16.559	17.278	18.226	19.228	20.285	21.403	21.703	21.803	21.903	22.003
			9/27/04	17.221	17.969	18.955	19.997	21.096	22.259	22.559	22.659	22.759	22.859
LEAD CLAIMS ADJUSTER	20695	13	10/1/01	16.356	17.175	18.120	19.115	20.167	21.275	21.575	21.675	21.775	21.875
LEAD MEDICAL TRANSCRIBER	20317		9/30/02	17.010	17.862	18.845	19.880	20.974	22.126	22.426	22.526	22.626	22.726
LEAD WORD PROCESSING OPER	20638		9/29/03	17.690	18.576	19.599	20.675	21.813	23.011	23.311	23.411	23.511	23.611
			9/27/04	18.398	19.319	20.383	21.502	22.686	23.931	24.231	24.331	24.431	24.531

PATIENT CARE / TECHNICAL
LEAD COMMUNITY - DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD NEURODIAGNOSTIC TECHNO	30525		10/1/01	20.135	21.142	22.304	23.529	24.824	26.188	26.488	26.588	26.688	26.788
			6/10/01	20.840	21.882	23.085	24.353	25.693	27.105	27.405	27.505	27.605	27.705
			9/30/02	21.674	22.757	24.008	25.327	26.721	28.189	28.489	28.589	28.689	28.789
			9/29/03	22.541	23.667	24.968	26.340	27.790	29.317	29.617	29.717	29.817	29.917
			9/27/04	23.443	24.814	25.967	27.394	28.902	30.490	30.790	30.890	30.990	31.090
LEAD ECHOCARDIOGRAM TECH I	30514	26	10/1/01	22.312	23.427	24.715	26.075	27.509	29.020	29.320	29.420	29.520	29.620
			6/10/01	23.651	24.833	26.198	27.640	29.160	30.761	31.061	31.161	31.261	31.361
			9/30/02	24.597	25.826	27.246	28.746	30.326	31.981	32.291	32.391	32.491	32.591
			9/29/03	25.581	26.859	28.336	29.896	31.539	33.271	33.571	33.671	33.771	33.871
			9/27/04	26.604	27.933	29.469	31.092	32.801	34.602	34.902	35.002	35.102	35.202
LEAD CARDIAC CATH TECHNO	30502	24	10/1/01	22.690	23.823	25.133	26.516	27.976	29.512	29.812	29.912	30.012	30.112
			6/10/01	24.051	25.252	26.641	28.107	29.655	31.283	31.583	31.683	31.783	31.883
			9/30/02	25.013	26.262	27.707	29.231	30.841	32.534	32.834	32.934	33.034	33.134
			9/29/03	26.014	27.312	28.815	30.400	32.075	33.835	34.135	34.235	34.335	34.435
			9/27/04	27.055	28.404	29.968	31.616	33.358	35.188	35.488	35.588	35.688	35.788
LEAD DIAG IMAG TECH - MAMMO	30512	26	10/1/01	22.342	23.517	24.755	26.057	27.429	28.872	29.172	29.272	29.372	29.472
			6/10/01	25.473	26.493	27.552	28.655	29.800	30.992	31.292	31.392	31.492	31.592
			9/30/02	26.492	27.553	28.654	29.801	30.992	32.232	32.532	32.632	32.732	32.832
			9/29/03	27.552	28.655	29.800	30.993	32.232	33.521	33.821	33.921	34.021	34.121
			9/27/04	28.854	29.801	30.992	32.233	33.521	34.862	35.162	35.262	35.362	35.462

**PATIENT CARE / TECHNICAL
LEAD COMMUNITY - DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS**

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD DIAG IMAG TECH - MRI	30503	26	10/1/01	24.108	25.314	26.708	28.178	29.728	31.361	31.661	31.761	31.861	31.961
			6/10/01	26.250	27.300	28.392	29.528	30.708	31.937	32.237	32.337	32.437	32.537
			9/30/02	27.300	28.392	29.528	30.709	31.936	33.214	33.514	33.614	33.714	33.814
			9/29/03	28.392	29.528	30.709	31.937	33.213	34.543	34.843	34.943	35.043	35.143
			9/27/04	29.528	30.709	31.937	33.214	34.542	35.925	36.225	36.325	36.425	36.525
LEAD NUCLEAR MED TECHNO	30257	27	10/1/01	23.785	24.974	26.348	27.795	29.324	30.936	31.236	31.336	31.436	31.536
			6/10/01	27.182	28.269	29.400	30.576	31.799	33.071	33.371	33.471	33.571	33.671
			9/30/02	28.269	29.400	30.576	31.799	33.071	34.394	34.694	34.794	34.894	34.994
			9/29/03	29.400	30.576	31.799	33.071	34.394	35.770	36.070	36.170	36.270	36.370
			9/27/04	30.576	31.799	33.071	34.394	35.770	37.201	37.501	37.601	37.701	37.801
LEAD DIAG IMAG TECH - RADIOLOGY IV	30504	27	10/1/01	24.534	25.836	27.196	28.628	30.134	31.686	31.986	32.086	32.186	32.286
			6/10/01	27.231	28.320	29.453	30.631	31.856	33.127	33.427	33.527	33.627	33.727
			9/30/02	28.320	29.453	30.631	31.856	33.130	34.452	34.752	34.852	34.952	35.052
			9/29/03	29.453	30.631	31.856	33.130	34.455	35.830	36.130	36.230	36.330	36.430
			9/27/04	30.631	31.856	33.130	34.455	35.833	37.263	37.563	37.663	37.763	37.863
LEAD PERFUSIONIST	30505	UG	10/1/01	37.067	38.068	41.116	43.330	46.568	49.819	50.119	50.219	50.319	50.419
			6/10/01	38.364	40.435	42.555	44.847	48.198	51.563	51.863	51.963	52.063	52.163
			9/30/02	39.899	42.052	44.257	46.641	50.124	53.626	53.926	54.026	54.126	54.226
			9/29/03	41.495	43.734	46.027	48.507	52.129	55.771	56.071	56.171	56.271	56.371
			9/27/04	43.155	45.483	47.868	50.447	54.214	58.002	58.302	58.402	58.502	58.602

**MARKET SENSITIVE - PATIENT CARE / TECHNICAL
LEAD COMMUNITY - DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS**

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD DIAG IMAG TECH - SONOGRAPHER	30507	27	10/1/01	28.933	28.277	29.834	31.476	33.208	35.034	35.434	35.534	35.534	35.634
			6/10/01	29.124	30.288	31.500	32.760	34.070	35.433	35.733	35.833	35.933	36.033
			9/30/02	30.289	31.500	32.760	34.070	35.433	36.850	37.150	37.250	37.350	37.450
			9/29/03	31.501	32.760	34.070	35.433	36.850	38.324	38.624	38.724	38.824	38.924
			9/27/04	32.761	34.070	35.433	36.850	38.324	39.857	40.157	40.257	40.357	40.457
LEAD RADIATION THERAPY TECHNOLOGIST	30508	27	10/1/01	29.401	30.872	32.569	34.359	36.250	38.242	38.542	38.642	38.742	38.842
			6/10/01	30.430	31.953	33.709	35.562	37.519	39.580	39.880	39.980	40.080	40.180
			9/30/02	31.647	33.231	35.057	36.984	39.020	41.163	41.463	41.563	41.663	41.763
			9/29/03	32.913	34.560	36.459	38.463	40.581	42.810	43.110	43.210	43.310	43.410
			9/27/04	34.230	35.942	37.917	40.002	42.204	44.522	44.822	44.922	45.022	45.122

**LEAD SERVICE, MAINTENANCE & PRODUCTION
ACP 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD PARKING LOT ATTENDANT	40220	03	10/1/01	--	--	--	--	--	--	--	--	--	--
LEAD KITCHEN WORKER	40221		9/30/02	11.874	12.468	13.093	13.560	14.719	15.070	15.370	15.470	15.570	15.670
LEAD LINEN ROOM ATTENDANT	40222		9/29/03	12.349	12.967	13.617	14.102	15.308	15.673	15.973	16.073	16.173	16.273
			9/27/04	12.843	13.488	14.162	14.666	15.920	16.300	16.600	16.700	16.800	16.900
LEAD HOUSEKEEPING ATTENDANT	40223	04	10/1/01	--	--	--	--	--	--	--	--	--	--
LEAD STOREROOM WORKER	40224		9/30/02	12.067	12.668	13.367	14.101	14.878	15.695	15.995	16.095	16.195	16.295
			9/29/03	12.550	13.175	13.902	14.665	15.473	16.323	16.623	16.723	16.823	16.923
			9/27/04	13.052	13.702	14.458	15.252	16.092	16.976	17.276	17.376	17.476	17.576
LEAD STOREROOM WORKER (OFF-SITE)	40225	05	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	13.136	13.794	14.552	15.354	16.196	17.086	17.388	17.488	17.588	17.688
			9/29/03	13.661	14.346	15.134	15.968	16.844	17.772	18.072	18.172	18.272	18.372
			9/27/04	14.207	14.920	15.739	16.607	17.518	18.483	18.783	18.883	18.983	19.083
LEAD COURIER	40226	03	10/1/01	--	--	--	--	--	--	--	--	--	--
LEAD MEDICAL CENTER MESSENGER	40227		9/30/02	13.645	14.327	15.115	15.944	16.820	17.748	18.048	18.148	18.248	18.348
			9/29/03	14.191	14.900	15.720	16.582	17.493	18.458	18.758	18.858	18.958	19.058
			9/27/04	14.759	15.496	16.349	17.245	18.193	19.196	19.496	19.596	19.696	19.796

**LEAD SERVICE, MAINTENANCE & PRODUCTION
ACP 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD SHIPPING & RECEIVING CLERK	40228	05	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	14.047	14.749	15.558	16.415	17.317	18.270	18.570	18.670	18.770	18.870
			9/29/03	14.609	15.339	16.180	17.072	18.010	19.001	19.301	19.401	19.501	19.601
			9/27/04	15.193	15.953	16.827	17.755	18.730	19.761	20.061	20.161	20.261	20.361
LEAD COOK	40229	06	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	14.816	15.558	16.412	17.316	18.269	19.274	19.574	19.674	19.774	19.874
			9/29/03	15.409	16.180	17.068	18.009	19.000	20.045	20.345	20.445	20.545	20.645
			9/27/04	16.025	16.827	17.751	18.729	19.760	20.847	21.147	21.247	21.347	21.447
LEAD CENTRAL PHARMACY WAREHOUSE WORKER	40230	05	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	16.000	16.796	17.720	18.896	19.727	20.808	21.108	21.208	21.308	21.408
			9/29/03	16.640	17.468	18.429	19.444	20.516	21.640	21.940	22.040	22.140	22.240
			9/27/04	17.308	18.167	19.166	20.222	21.337	22.506	22.806	22.906	23.006	23.106
LEAD BOB TAIL TRUCK DRIVER	40231	UG	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	17.039	17.891	18.877	19.918	21.011	22.165	22.465	22.565	22.665	22.765
			9/29/03	17.721	18.607	19.632	20.713	21.851	23.052	23.352	23.452	23.552	23.652
			9/27/04	18.430	19.351	20.417	21.542	22.725	23.974	24.274	24.374	24.474	24.574

**LEAD PATIENT CARE / TECHNICAL
ACP 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD TRANSPORTATION AIDE	30682	21	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	12.116	12.724	13.136	14.418	14.730	15.962	16.282	16.362	16.462	16.562
			9/29/03	12.601	13.233	13.661	14.996	15.319	16.800	16.900	17.000	17.100	17.200
			9/27/04	13.105	13.762	14.207	15.596	15.932	17.264	17.564	17.664	17.764	17.864
LEAD OPTICAL WORKER	30683	22	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	14.375	15.102	15.858	16.768	17.294	17.699	17.999	18.099	18.199	18.299
			9/29/03	14.950	15.706	16.492	17.439	17.986	18.407	18.707	18.807	18.907	19.007
			9/27/04	15.548	16.334	17.152	18.137	18.705	19.143	19.443	19.543	19.643	19.743
LEAD JUNIOR LAB ASSISTANT	30684	21	10/1/01	--	--	--	--	--	--	--	--	--	--
LEAD LAB AIDE	30685		9/30/02	14.550	15.280	16.042	16.931	17.438	17.815	17.915	18.015	18.115	18.215
			9/29/03	15.132	15.891	16.684	17.608	18.136	18.320	18.620	18.720	18.820	18.920
			9/27/04	15.737	16.527	17.351	18.312	18.861	19.053	19.353	19.453	19.553	19.653
LEAD CENTRAL SUPPLY TECH I	30686	22	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	14.827	15.568	16.428	17.329	18.283	19.289	19.589	19.689	19.789	19.889
			9/29/03	15.420	16.191	17.085	18.022	19.014	20.061	20.361	20.461	20.561	20.661
			9/27/04	16.037	16.839	17.766	18.743	19.775	20.863	21.163	21.263	21.363	21.463
LEAD CENTRAL SUPPLY TECH II	30687	22	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	15.198	15.956	16.837	17.764	18.742	19.771	20.071	20.171	20.271	20.371
			9/29/03	15.806	16.594	17.510	18.475	19.492	20.562	20.862	20.962	21.062	21.162
			9/27/04	16.438	17.256	18.210	19.214	20.272	21.384	21.684	21.784	21.884	21.984
LEAD LAB ASSISTANT I	30688	22	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	15.493	16.267	17.080	18.095	18.709	19.222	19.522	19.622	19.722	19.822
			9/29/03	16.113	16.918	17.763	18.819	19.456	19.991	20.291	20.391	20.491	20.591
			9/27/04	16.758	17.595	18.474	19.572	20.234	20.791	21.091	21.191	21.291	21.391
LEAD MULTIPHASIC HEALTH ASST	30689	24	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	15.650	16.434	17.336	18.290	19.300	20.360	20.660	20.760	20.860	20.960
			9/29/03	16.276	17.091	18.029	19.022	20.072	21.174	21.474	21.574	21.674	21.774
			9/27/04	16.927	17.775	18.750	19.783	20.875	22.021	22.321	22.421	22.521	22.621
LEAD CLINIC ASSISTANT	30690		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	15.892	16.688	17.605	18.574	19.597	20.676	20.976	21.076	21.176	21.276
			9/29/03	16.528	17.358	18.309	19.317	20.381	21.503	21.803	21.903	22.003	22.103
			9/27/04	17.189	18.050	19.041	20.090	21.196	22.363	22.663	22.763	22.863	22.963

**LEAD PATIENT CARE / TECHNICAL
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JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD MEDICAL ASSISTANT	30691		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	15.971	16.771	17.692	18.665	19.693	20.778	21.078	21.178	21.278	21.378
			9/29/03	16.610	17.442	18.400	19.412	20.481	21.609	21.909	22.009	22.109	22.209
			9/27/04	17.274	18.140	19.136	20.188	21.300	22.473	22.773	22.873	22.973	23.073
LEAD OPTICAL MECHANIC	30692	23	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	15.718	16.502	17.326	18.271	19.962	19.084	19.384	19.484	19.584	19.684
			9/29/03	16.347	17.162	18.019	19.002	19.720	19.847	20.147	20.247	20.347	20.447
			9/27/04	17.001	17.848	18.740	19.762	20.909	20.641	20.941	21.041	21.141	21.241
LEAD LAB ASSISTANT II	30693	23	10/1/01	--	--	--	--	--	--	--	--	--	--
LEAD PHLEBOTOMIST	30694		9/30/02	17.042	17.900	18.794	19.904	20.729	20.830	21.130	21.230	21.330	21.430
			9/29/03	17.724	18.616	19.546	20.700	21.558	21.663	21.963	22.063	22.163	22.263
			9/27/04	18.433	19.361	20.328	21.528	22.420	22.530	22.830	22.930	23.030	23.130
LEAD RAD PROC SERV TECH	30695		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	17.555	18.436	19.356	20.502	21.350	21.455	21.755	21.855	21.955	22.055
			9/29/03	18.257	19.173	20.132	21.322	22.204	22.313	22.613	22.713	22.813	22.913
			9/27/04	18.987	19.940	20.937	22.175	23.092	23.205	23.506	23.606	23.706	23.806
LEAD EKG TECHNICIAN	30696	23	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	18.898	19.844	20.935	22.086	23.302	24.583	24.883	24.983	25.083	25.183
			9/29/03	19.654	20.638	21.772	22.969	24.234	25.566	25.866	25.966	26.066	26.166
			9/27/04	20.440	21.464	22.643	23.888	25.203	26.589	26.889	26.989	27.089	27.189
LEAD OPTICAL DISPENSER	30697	24	10/1/01	--	--	--	--	--	--	--	--	--	--
LEAD OPTICAL TECHNICIAN	30698		9/30/02	18.755	19.789	20.777	22.153	23.591	25.032	26.332	26.432	26.532	26.632
LEAD TISSUE TECHNICIAN	30699		9/29/03	19.505	20.581	21.608	23.039	24.535	26.033	26.333	26.433	26.533	26.633
			9/27/04	20.285	21.404	22.472	23.981	25.516	27.074	27.374	27.474	27.574	27.674
LEAD LVN I	30700	25	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	19.402	20.370	21.492	22.673	23.921	25.236	26.536	26.636	26.736	26.836
			9/29/03	20.178	21.185	22.352	23.580	24.878	26.245	26.545	26.645	26.745	26.845
			9/27/04	20.985	22.032	23.246	24.523	25.873	27.295	27.595	27.695	27.795	27.895
LEAD UROLOGY TECHNOLOGIST	30701	26	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	20.003	21.004	22.158	23.376	24.661	26.018	26.318	26.418	26.518	26.618
			9/29/03	20.803	21.844	23.044	24.311	25.647	27.059	27.359	27.459	27.559	27.659
			9/27/04	21.635	22.718	23.966	25.283	26.673	28.141	28.441	28.541	28.641	28.741

**LEAD PATIENT CARE / TECHNICAL
ACP 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD LVN II	30702		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	19.650	20.630	21.768	22.961	24.226	25.568	25.858	25.958	26.068	26.158
			9/29/03	20.436	21.455	22.639	23.879	25.195	26.580	26.880	26.980	27.080	27.180
			9/27/04	21.253	22.313	23.545	24.834	26.203	27.643	27.943	28.043	28.143	28.243
LEAD LVN III	30703		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	20.404	21.424	22.600	23.844	25.154	26.539	26.839	26.939	27.039	27.139
			9/28/03	21.220	22.281	23.504	24.798	26.160	27.601	27.901	28.001	28.101	28.201
			9/27/04	22.089	23.172	24.444	25.790	27.206	28.705	29.005	29.105	29.205	29.305
LEAD ANESTHESIA TECH	30704	24	10/1/01	--	--	--	--	--	--	--	--	--	--
LEAD AUTOPSY TISSUE TECH ASST	30705		9/30/02	20.726	21.766	22.961	24.224	25.556	26.960	27.260	27.360	27.460	27.560
LEAD EEG TECH	30706		9/29/03	21.556	22.637	23.879	25.193	26.578	28.038	28.338	28.438	28.538	28.638
LEAD HEALTH EVALUATION ASST	30707		9/27/04	22.417	23.542	24.834	26.201	27.641	29.160	29.460	29.560	29.660	29.760
LEAD LAB ASSISTANT III	30708												
LEAD PODIATRY TECH	30709												
LEAD POLYSOMN TECHNO	30710	25	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	22.148	23.254	24.532	25.884	27.307	28.808	29.108	29.208	29.308	29.408
			9/29/03	23.034	24.184	25.513	26.919	28.399	29.960	30.260	30.360	30.460	30.560
			9/27/04	23.955	25.151	26.534	27.996	29.535	31.158	31.458	31.558	31.658	31.758
LEAD SOLUTIONS TECHNO	30711		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	22.811	23.952	25.268	26.659	28.124	29.672	29.972	30.072	30.172	30.272
			9/29/03	23.723	24.910	26.279	27.725	29.249	30.859	31.159	31.259	31.359	31.459
			9/27/04	24.672	25.906	27.330	28.834	30.419	32.093	32.393	32.493	32.593	32.693
LEAD HISTOLOGY TECHNO	30712	24	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	24.170	25.378	26.776	28.247	29.801	31.444	31.744	31.844	31.944	32.044
			9/29/03	25.137	26.393	27.847	29.377	30.993	32.702	33.002	33.102	33.202	33.302
			9/27/04	26.142	27.449	28.961	30.552	32.233	34.010	34.310	34.410	34.510	34.610
LEAD RESP CARE PRAC I	30713	26	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	25.583	26.798	28.199	29.678	31.237	32.885	33.185	33.285	33.385	33.485
			9/29/03	26.506	27.870	29.327	30.865	32.486	34.200	34.500	34.600	34.700	34.800
			9/27/04	27.570	28.985	30.500	32.100	33.785	35.568	35.868	35.968	36.068	36.168

**LEAD PATIENT CARE / TECHNICAL
ACP 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD RESP CARE PRAC II	30714		10/1/01	—	—	—	—	—	—	—	—	—	—
			9/30/02	25.877	27.106	28.522	30.019	31.587	33.263	33.563	33.663	33.763	33.863
			9/29/03	26.912	28.190	29.663	31.220	32.861	34.594	34.884	34.994	35.094	35.194
			9/27/04	27.988	29.318	30.850	32.469	34.175	35.978	36.278	36.378	36.478	36.578
LEAD RESP CARE PRAC III	30715	26	10/1/01	—	—	—	—	—	—	—	—	—	—
			9/30/02	26.134	27.374	28.805	30.318	31.910	33.592	33.892	33.992	34.092	34.192
			9/29/03	27.179	28.469	29.957	31.531	33.186	34.936	35.236	35.336	35.436	35.536
			9/27/04	28.266	29.608	31.155	32.792	34.513	36.333	36.633	36.733	36.833	36.933
LEAD ORTHO TECHNO	30716	25	10/1/01	—	—	—	—	—	—	—	—	—	—
			9/30/02	25.399	26.669	28.135	29.632	31.166	33.036	33.336	33.436	33.536	33.636
			9/29/03	26.415	27.736	29.280	30.969	32.589	34.357	34.657	34.757	34.857	34.957
			9/27/04	27.472	28.845	30.430	32.134	33.872	35.731	36.031	36.131	36.231	36.331

**LEAD PROCESSING / COMPUTER OPERATIONS
ACP 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD APPOINTMENT DATA CLERK	20876	12	10/1/01	--	--	--	--	--	--	--	--	--	--
LEAD CHART ROOM CLERK	20877		9/30/02	13.960	14.660	15.466	16.315	17.215	18.161	18.461	18.561	18.661	18.761
LEAD ENTRY CLERK	20878		9/29/03	14.518	15.248	16.085	16.988	17.904	18.887	19.187	19.287	19.387	19.487
LEAD FILE CLERK	20879		9/27/04	15.099	15.856	16.728	17.647	18.620	19.642	19.942	20.042	20.142	20.242
LEAD X-RAY CLERK	20880												
LEAD ACCOUNTS PAYABLE CLERK	20881	13	10/1/01	--	--	--	--	--	--	--	--	--	--
LEAD BIRTH CERTIFICATE CLERK	20882		9/30/02	14.576	15.307	16.147	17.036	17.971	18.960	19.260	19.360	19.460	19.560
LEAD COMMUNICATIONS OPERATOR	20883		9/29/03	15.159	15.919	16.793	17.717	18.690	19.718	20.018	20.118	20.218	20.318
LEAD DATA ENTRY CLERK	20884		9/27/04	15.765	16.556	17.465	18.426	19.438	20.507	20.807	20.907	21.007	21.107
LEAD DIETARY CASHIER	20885												
LEAD DIET CLERK	20886												
LEAD DOCUMENT PREP ASST	20887												
LEAD GENERAL CLERK	20888												
LEAD LAB CLERK	20889												
LEAD STOREROOM CLERK	20890												
LEAD TRANSPORTATION ORDERLY / DISPATCHER	20891												
LEAD ACCT RECONCIL CLERK	20892	13	10/1/01	--	--	--	--	--	--	--	--	--	--
LEAD BLOOD DONOR RECRUITER	20893		9/30/02	15.217	15.978	16.859	17.785	18.763	19.795	20.095	20.195	20.295	20.395
LEAD BUSINESS OFFICE CLERK	20894		9/29/03	15.826	16.617	17.533	18.495	19.514	20.587	20.887	20.987	21.087	21.187
LEAD CASHIER RECEPTIONIST	20895		9/27/04	16.459	17.282	18.234	19.236	20.295	21.410	21.710	21.810	21.910	22.010
LEAD CLERK STENO	20896												
LEAD COLLECTION SUPPORT REP	20897												
LEAD CUSTOMER SERVICE PHONE REP	20898												
LEAD DRUG PURCHASING CLERK	20899												
LEAD INTERMEDIATE CLERK	20900												
LEAD RECEPTIONIST	20901												
LEAD SUBPOENA CLERK	20902												
LEAD APPOINTMENT CLERK	20903		10/1/01	--	--	--	--	--	--	--	--	--	--
LEAD DEPARTMENT SECRETARY	20904		9/30/02	15.521	16.298	17.195	18.139	19.139	20.191	20.491	20.591	20.691	20.791
			9/29/03	18.142	18.950	17.883	18.865	19.905	20.999	21.299	21.399	21.499	21.599
			9/27/04	16.768	17.628	18.598	19.620	20.701	21.839	22.139	22.239	22.339	22.439

**LEAD PROCESSING / COMPUTER OPERATIONS
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JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD DATA ENTRY OPERATOR	20905	13	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	15.320	16.088	16.972	17.904	18.888	19.928	20.228	20.328	20.428	20.528
			9/29/03	15.933	16.732	17.651	18.621	19.644	20.725	21.025	21.125	21.225	21.325
			9/27/04	16.570	17.401	18.357	19.366	20.430	21.554	21.854	21.954	22.054	22.154
LEAD ADMITTING CLERK	20906	13	10/1/01	--	--	--	--	--	--	--	--	--	--
LEAD HOME HEALTH CLERK	20907		9/30/02	15.371	16.136	17.028	17.963	18.949	19.993	20.293	20.393	20.493	20.593
			9/29/03	15.986	16.781	17.709	18.682	19.707	20.793	21.093	21.193	21.293	21.393
			9/27/04	16.625	17.452	18.417	19.429	20.495	21.625	21.925	22.025	22.125	22.225
LEAD CUSTOMER SERVICE REP	20908	14	10/1/01	--	--	--	--	--	--	--	--	--	--
LEAD GRP REVIEWER	20909		9/30/02	15.680	16.465	17.369	18.324	19.333	20.396	20.696	20.796	20.896	20.996
LEAD MBSHP SRV CLK	20910		9/29/03	16.307	17.124	18.084	19.057	20.106	21.212	21.512	21.612	21.712	21.812
LEAD RECORDS CLERK	20911		9/27/04	16.959	17.809	18.787	19.819	20.910	22.060	22.360	22.460	22.560	22.660
LEAD SURGERY SCHEDULING CLERK	20912		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	16.025	16.826	17.752	18.728	19.758	20.844	21.144	21.244	21.344	21.444
			9/29/03	16.666	17.499	18.462	19.477	20.548	21.678	21.978	22.078	22.178	22.278
			9/27/04	17.333	18.199	19.200	20.256	21.370	22.545	22.845	22.945	23.045	23.145
LEAD ASSISTANT COLLECTOR	20913		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	16.151	16.960	17.991	18.876	19.913	21.008	21.308	21.408	21.508	21.608
			9/29/03	16.797	17.638	18.607	19.630	20.710	21.848	22.148	22.248	22.348	22.448
			9/27/04	17.469	18.344	19.351	20.415	21.538	22.722	23.022	23.122	23.222	23.322
LEAD CLERK	20914	14	10/1/01	--	--	--	--	--	--	--	--	--	--
LEAD MEDICAL AUDIT CLERK	20915		9/30/02	17.177	18.037	19.027	20.075	21.179	22.344	22.644	22.744	22.844	22.944
LEAD MEDICAL SECRETARY	20916		9/29/03	17.864	18.758	19.788	20.878	22.026	23.238	23.538	23.638	23.738	23.838
LEAD MEMBERSHIP ACCTG COORD	20917		9/27/04	18.579	19.508	20.580	21.713	22.907	24.168	24.468	24.568	24.668	24.768
LEAD OPTICAL SCANNER OPER	20918												
LEAD PSYCH SOCIAL CLERK	20919												

**LEAD PROCESSING / COMPUTER OPERATIONS
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JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD INDUSTRIAL BILLER	20920	15	10/1/01	--	--	--	--	--	--	--	--	--	--
LEAD INSURANCE BILLER	20921		9/30/02	18.164	19.072	20.123	21.228	22.398	23.629	23.929	24.029	24.129	24.229
LEAD REVENUE BILLER	20922		9/29/03	18.891	19.835	20.928	22.077	23.294	24.574	24.874	24.974	25.074	25.174
			9/27/04	19.647	20.628	21.765	22.960	24.226	25.557	25.857	25.957	26.057	26.157
LEAD INDUSTRIAL EOB PROCESSOR	20923	18	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	18.552	19.354	20.418	21.539	22.724	23.976	24.276	24.376	24.476	24.576
			9/29/03	19.294	20.128	21.235	22.401	23.633	24.935	25.235	25.335	25.435	25.535
			9/27/04	20.066	20.933	22.084	23.297	24.578	25.932	26.232	26.332	26.432	26.532
LEAD COLLECTOR II	20924		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	19.108	19.936	21.030	22.186	23.406	24.696	24.996	25.096	25.196	25.296
			9/29/03	19.870	20.733	21.871	23.073	24.342	25.684	25.984	26.084	26.184	26.284
			9/27/04	20.565	21.562	22.746	23.996	25.316	26.711	27.011	27.111	27.211	27.311
LEAD CLAIMS ADJUSTER	20925	13	10/1/01	--	--	--	--	--	--	--	--	--	--
LEAD MEDICAL TRANSCRIBER	20926		9/30/02	20.412	21.434	22.614	23.856	25.169	26.551	26.851	26.951	27.051	27.151
LEAD WORD PROCESSING OPER	20927		9/29/03	21.228	22.291	23.518	24.810	26.178	27.613	27.913	28.013	28.113	28.213
			9/27/04	22.077	23.183	24.480	25.802	27.223	28.718	29.018	29.118	29.218	29.318

**PATIENT CARE / TECHNICAL
LEAD DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS
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LEAD NEURODIAGNOSTIC TECHNO	30717		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	25.008	26.258	27.702	29.224	30.832	32.526	32.826	32.926	33.026	33.126
			9/30/02	26.008	27.308	28.810	30.393	32.065	33.827	34.127	34.227	34.327	34.427
			9/29/03	27.048	28.400	29.962	31.609	33.348	35.180	35.480	35.580	35.680	35.780
			9/27/04	28.130	29.536	31.180	32.873	34.682	36.587	36.887	36.987	37.087	37.187
LEAD ECHOCARDIOGRAM TECH I	30718	26	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	28.381	29.800	31.438	33.168	34.992	36.913	37.213	37.313	37.413	37.513
			9/30/02	29.516	30.892	32.696	34.495	36.392	38.380	38.690	38.790	38.890	38.990
			9/29/03	30.697	32.232	34.004	35.875	37.848	39.926	40.226	40.326	40.426	40.526
			9/27/04	31.925	33.521	35.364	37.310	39.362	41.523	41.823	41.923	42.023	42.123
LEAD CARDIAC CATH TECHNO	30719	24	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	28.861	30.302	31.969	33.728	35.586	37.540	37.840	37.940	38.040	38.140
			9/30/02	30.015	31.514	33.248	35.077	37.009	39.042	39.342	39.442	39.542	39.642
			9/29/03	31.216	32.775	34.578	36.480	38.489	40.604	40.904	41.004	41.104	41.204
			9/27/04	32.465	34.086	35.961	37.939	40.029	42.228	42.528	42.628	42.728	42.828
LEAD DIAG IMAG TECH - MAMMO	30720	26	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	30.558	31.792	33.062	34.386	35.760	37.190	37.490	37.590	37.690	37.790
			9/30/02	31.791	33.064	34.384	35.761	37.190	38.678	38.978	39.078	39.178	39.278
			9/29/03	33.053	34.387	35.759	37.191	38.678	40.225	40.525	40.625	40.725	40.825
			9/27/04	34.386	35.762	37.189	38.679	40.225	41.834	42.134	42.234	42.334	42.434

**PATIENT CARE / TECHNICAL
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LEAD DIAG IMAG TECH - MRI	30721	28	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	31.500	32.760	34.070	35.434	36.850	38.324	38.624	38.724	38.824	38.924
			9/30/02	32.760	34.070	35.433	36.851	38.324	39.857	40.157	40.257	40.357	40.457
			9/29/03	34.070	35.433	36.850	38.325	39.857	41.451	41.751	41.851	41.951	42.051
			9/27/04	35.433	36.850	38.324	39.858	41.451	43.109	43.409	43.509	43.609	43.709
LEAD NUCLEAR MED TECHNO	30722	27	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	32.618	33.923	35.280	36.691	38.159	39.685	39.985	40.085	40.185	40.285
			9/30/02	33.923	35.280	36.691	38.159	39.685	41.272	41.572	41.672	41.772	41.872
			9/29/03	35.280	36.691	38.159	39.685	41.272	42.923	43.223	43.323	43.423	43.523
			9/27/04	36.691	38.159	39.685	41.272	42.923	44.640	44.940	45.040	45.140	45.240
LEAD DIAG IMAG TECH - RADIOLOGY IV	30723	27	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	32.677	33.984	35.344	36.757	38.227	39.752	40.052	40.152	40.252	40.352
			9/30/02	33.984	35.343	36.758	38.227	39.758	41.342	41.642	41.742	41.842	41.942
			9/29/03	35.343	36.757	38.228	39.756	41.346	42.996	43.296	43.396	43.496	43.596
			9/27/04	36.757	38.227	39.757	41.346	43.000	44.716	45.016	45.116	45.216	45.316
LEAD PERFUSIONIST	30724	UG	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	48.037	48.522	51.066	53.816	57.835	61.876	62.176	62.276	62.376	62.476
			9/30/02	47.878	50.463	53.109	55.969	60.148	64.351	64.651	64.751	64.851	64.951
			9/29/03	49.793	52.482	55.233	58.208	62.554	66.925	67.225	67.325	67.425	67.525
			9/27/04	51.785	54.581	57.442	60.536	65.056	69.602	69.902	70.002	70.102	70.202

**MARKET SENSITIVE - PATIENT CARE / TECHNICAL
LEAD DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS
ACP 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD DIAG IMAG TECH - SONOGRAPHER	30725	27	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	34.949	36.346	37.800	39.312	40.884	42.520	42.820	42.920	43.020	43.120
			9/30/02	36.347	37.800	39.312	40.884	42.519	44.221	44.521	44.621	44.721	44.821
			9/29/03	37.801	39.312	40.884	42.519	44.220	45.990	46.290	46.390	46.490	46.590
			9/27/04	39.313	40.884	42.519	44.220	45.989	47.830	48.130	48.230	48.330	48.430
LEAD RADIATION THERAPY TECHNOLOGIST	30726	27	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	36.516	38.344	40.451	42.674	45.023	47.496	47.796	47.896	47.996	48.096
			9/30/02	37.977	39.878	42.069	44.381	46.824	49.396	49.696	49.796	49.896	49.996
			9/29/03	39.496	41.473	43.752	46.156	48.697	51.372	51.672	51.772	51.872	51.972
			9/27/04	41.076	43.132	45.602	48.002	50.645	53.427	53.727	53.827	53.927	54.027

**PATIENT CARE / TECHNICAL
LEAD DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD NEURODIAGNOSTIC TECHNO	30550		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	25.008	26.258	27.702	29.224	30.832	32.526	32.826	32.926	33.026	33.126
			9/30/02	26.008	27.308	28.810	30.393	32.066	33.827	34.127	34.227	34.327	34.427
			9/29/03	27.048	28.400	29.962	31.609	33.348	35.180	35.480	35.580	35.680	35.780
			9/27/04	28.130	29.538	31.160	32.873	34.682	36.587	36.887	36.987	37.087	37.187
LEAD ECHOCARDIOGRAM TECH I	30551	28	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	28.381	29.800	31.438	33.168	34.992	36.913	37.213	37.313	37.413	37.513
			9/30/02	29.516	30.992	32.696	34.495	36.392	38.390	38.690	38.790	38.890	38.990
			9/29/03	30.697	32.232	34.004	35.875	37.848	39.926	40.226	40.326	40.426	40.526
			9/27/04	31.925	33.521	35.364	37.310	39.362	41.523	41.823	41.923	42.023	42.123
LEAD CARDIAC CATH TECHNO	30552	24	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	28.861	30.302	31.969	33.728	35.586	37.540	37.840	37.940	38.040	38.140
			9/30/02	30.015	31.514	33.248	35.077	37.009	39.042	39.342	39.442	39.542	39.642
			9/29/03	31.216	32.775	34.578	36.480	38.489	40.604	40.904	41.004	41.104	41.204
			9/27/04	32.465	34.088	35.861	37.839	40.028	42.228	42.528	42.628	42.728	42.828
LEAD DIAG IMAG TECH - MAMMO	30553	28	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	30.568	31.792	33.062	34.386	35.760	37.190	37.490	37.590	37.690	37.790
			9/30/02	31.791	33.064	34.384	35.761	37.190	38.678	38.978	39.078	39.178	39.278
			9/29/03	33.063	34.387	35.758	37.181	38.678	40.225	40.525	40.625	40.725	40.825
			9/27/04	34.386	35.752	37.188	38.679	40.225	41.834	42.134	42.234	42.334	42.434

PATIENT CARE / TECHNICAL
LEAD DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD DIAG IMAG TECH - MRI	30554	26	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	31.500	32.760	34.070	35.434	36.850	38.324	39.824	41.357	42.924	44.524
			9/30/02	32.760	34.070	35.433	36.851	38.324	39.857	41.417	42.997	44.607	46.247
			9/29/03	34.070	35.433	36.850	38.325	39.857	41.451	43.021	44.621	46.251	47.901
			9/27/04	35.433	36.850	38.324	39.858	41.451	43.109	44.809	46.509	48.209	49.909
LEAD NUCLEAR MED TECHNO	30555	27	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	32.618	33.923	35.280	36.691	38.159	39.685	41.272	42.922	44.640	46.425
			9/30/02	33.923	35.280	36.691	38.159	39.685	41.272	42.922	44.640	46.425	48.265
			9/29/03	35.280	36.691	38.159	39.685	41.272	42.923	44.640	46.423	48.263	50.163
			9/27/04	36.691	38.159	39.685	41.272	42.923	44.640	46.440	48.260	50.140	52.060
LEAD DIAG IMAG TECH - RADIOLOGY IV	30556	27	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	32.877	33.984	35.344	36.757	38.227	39.752	41.342	42.992	44.716	46.522
			9/30/02	33.984	35.343	36.758	38.227	39.756	41.342	42.992	44.742	46.542	48.392
			9/29/03	35.343	36.757	38.228	39.756	41.346	42.998	44.798	46.598	48.498	50.398
			9/27/04	36.757	38.227	39.757	41.346	43.000	44.716	46.516	48.316	50.216	52.116
LEAD PERFUSIONIST	30557	UG	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	46.037	48.522	51.088	53.816	57.835	61.876	66.176	70.726	75.526	80.576
			9/30/02	47.878	50.463	53.109	55.969	60.148	64.351	68.651	73.151	77.851	82.751
			9/29/03	49.793	52.482	55.233	58.208	62.554	66.925	71.425	76.125	80.925	85.925
			9/27/04	51.785	54.581	57.442	60.536	65.056	69.602	74.302	79.102	84.002	89.002

**MARKET SENSITIVE - PATIENT CARE / TECHNICAL
LEAD DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	GRADE	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD DIAG IMAG TECH - SONOGRAPHER	30558	27	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	34.949	36.346	37.800	39.312	40.884	42.520	42.820	42.920	43.020	43.120
			9/30/02	36.347	37.800	39.312	40.884	42.519	44.221	44.521	44.621	44.721	44.821
			9/29/03	37.801	39.312	40.884	42.519	44.220	45.980	46.290	46.390	46.490	46.590
			9/27/04	39.313	40.884	42.519	44.220	45.989	47.830	48.130	48.230	48.330	48.430
LEAD RADIATION THERAPY TECHNOLOGIST	30559	27	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	36.516	38.344	40.451	42.674	45.023	47.498	47.798	47.898	47.998	48.098
			9/30/02	37.977	39.878	42.069	44.381	46.824	49.396	49.696	49.796	49.896	49.996
			9/29/03	39.496	41.473	43.752	46.156	48.697	51.372	51.672	51.772	51.872	51.972
			9/27/04	41.076	43.132	45.502	48.002	50.645	53.427	53.727	53.827	53.927	54.027

SERVICE, MAINTENANCE & PRODUCTION - COMMUNITY

JOB TITLE	JOB CODE		Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
MAIL CLERK	24019	02	10/1/01	9.249	9.713	10.247	10.810	11.404	12.032	12.332	12.432	12.532	12.632
			9/30/02	9.619	10.102	10.657	11.242	11.860	12.513	12.813	12.913	13.013	13.113
			9/29/03	10.004	10.508	11.083	11.692	12.334	13.014	13.314	13.414	13.514	13.614
			9/27/04	10.404	10.926	11.526	12.160	12.827	13.535	13.835	13.935	14.035	14.135
CYCLE COUNTER	43521	03	10/1/01	9.061	9.514	9.991	10.348	11.232	11.500	11.800	11.900	12.000	12.100
KITCHEN WORKER	45426		9/30/02	9.423	9.895	10.391	10.762	11.581	11.960	12.260	12.360	12.460	12.560
LINEN ROOM ATTENDANT	47858		9/29/03	9.800	10.291	10.807	11.192	12.148	12.438	12.738	12.838	12.938	13.038
PARKING LOT ATTENDANT	43350		9/27/04	10.192	10.703	11.239	11.640	12.634	12.936	13.236	13.336	13.436	13.536
COURIER	24066	03	10/1/01	10.412	10.932	11.535	12.168	12.837	13.544	13.844	13.944	14.044	14.144
MEDICAL CENTER MESSENGER	24071		9/30/02	10.828	11.369	11.996	12.655	13.350	14.086	14.386	14.486	14.586	14.686
REGIONAL COURIER	24067		9/29/03	11.261	11.824	12.476	13.161	13.884	14.649	14.949	15.049	15.149	15.249
STOREROOM WORKER/DRIVER	47708		9/27/04	11.711	12.297	12.975	13.687	14.439	15.235	15.535	15.635	15.735	15.835
PATIENT SERVICE DRIVER	47710	03	10/1/01	11.565	12.143	12.813	13.516	14.259	15.044	15.344	15.444	15.544	15.644
			9/30/02	12.028	12.629	13.326	14.057	14.829	15.646	15.946	16.046	16.146	16.246
			9/29/03	12.509	13.134	13.859	14.619	15.422	16.272	16.572	16.672	16.772	16.872
			9/27/04	13.009	13.659	14.413	15.204	16.039	16.923	17.223	17.323	17.423	17.523
HOUSEKEEPING ATTENDANT	47842	04	10/1/01	9.209	9.668	10.201	10.761	11.353	11.977	12.277	12.377	12.477	12.577
PRESCHOOL NUTRITION WORKER	45430		9/30/02	9.577	10.055	10.609	11.191	11.807	12.456	12.756	12.856	12.956	13.056
STOREROOM WORKER	43534		9/29/03	9.960	10.457	11.033	11.639	12.279	12.954	13.254	13.354	13.454	13.554
			9/27/04	10.358	10.875	11.474	12.105	12.770	13.472	13.772	13.872	13.972	14.072
GRILL COOK	45473	05	10/1/01	10.025	10.527	11.108	11.717	12.380	13.040	13.340	13.440	13.540	13.640
STOREROOM WORKER (OFF-SITE)	43551		9/30/02	10.426	10.948	11.550	12.136	12.854	13.562	13.862	13.962	14.062	14.162
SERVICE PARTNER-BELL	47880		9/29/03	10.843	11.386	12.012	12.673	13.368	14.104	14.404	14.504	14.604	14.704
			9/27/04	11.277	11.841	12.492	13.190	13.903	14.668	14.968	15.068	15.168	15.268

SERVICE, MAINTENANCE & PRODUCTION - COMMUNITY

JOB TITLE	JOB CODE		Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
SHIPPING AND RECEIVING CLERK	43544	05	10/1/01	10.720	11.255	11.873	12.527	13.215	13.942	14.242	14.342	14.442	14.542
			9/30/02	11.149	11.705	12.348	13.028	13.744	14.500	14.800	14.900	15.000	15.100
			9/29/03	11.595	12.173	12.842	13.549	14.294	15.080	15.380	15.480	15.580	15.680
			9/27/04	12.059	12.650	13.355	14.091	14.866	15.683	15.983	16.083	16.183	16.283
CENTRAL PHARM EXPEDITOR	43518	05	10/1/01	12.210	12.818	13.523	14.268	15.054	15.880	16.180	16.280	16.380	16.480
CEN PHAR WAREHOUSE WKR	43517		9/30/02	12.698	13.331	14.064	14.839	15.656	16.515	16.815	16.915	17.015	17.115
DRUG DIST/RECEIVING CLERK	43519		9/29/03	13.206	13.864	14.627	15.433	16.282	17.176	17.476	17.576	17.676	17.776
FORK LIFT OPERATOR	43502		9/27/04	13.734	14.419	15.212	16.050	16.933	17.863	18.163	18.263	18.363	18.463
MEDICAL ELECTRONICS	43522												
WAREHOUSE/INSTR RPR	43504												
FIRST COOK	45472	06	10/1/01	11.307	11.872	12.525	13.214	13.941	14.709	15.009	15.109	15.209	15.309
			9/30/02	11.759	12.347	13.026	13.743	14.499	15.297	15.597	15.697	15.797	15.897
			9/29/03	12.229	12.841	13.547	14.293	15.079	15.908	16.209	16.309	16.409	16.509
			9/27/04	12.718	13.355	14.089	14.865	15.682	16.545	16.845	16.945	17.045	17.145
DRUG DISTR WAREHOUSE WKR	43515	06	10/1/01	11.726	12.312	12.988	13.702	14.840	14.996	15.296	15.396	15.496	15.596
			9/30/02	12.195	12.804	13.508	14.250	15.434	15.596	15.896	15.996	16.096	16.196
			9/29/03	12.683	13.316	14.048	14.820	16.051	16.220	16.520	16.620	16.720	16.820
			9/27/04	13.180	13.849	14.610	15.413	16.693	16.869	17.169	17.269	17.369	17.469
PHARMACY RETURNS WORKER	43516	07	10/1/01	11.529	12.107	12.771	13.475	14.216	14.998	15.298	15.398	15.498	15.598
			9/30/02	11.990	12.591	13.282	14.014	14.785	15.598	15.898	15.998	16.098	16.198
			9/29/03	12.470	13.095	13.813	14.575	15.376	16.222	16.522	16.622	16.722	16.822
			9/27/04	12.969	13.619	14.366	15.158	15.991	16.871	17.171	17.271	17.371	17.471
BOB TAIL TRUCK DRIVER	47705	UG	10/1/01	13.003	13.654	14.405	15.199	16.034	16.916	17.216	17.316	17.416	17.516
			9/30/02	13.523	14.200	14.981	15.807	16.675	17.583	17.883	17.983	18.083	18.183
			9/29/03	14.064	14.768	15.580	16.439	17.342	18.297	18.597	18.697	18.797	18.897
			9/27/04	14.627	15.359	16.203	17.097	18.036	19.029	19.329	19.429	19.529	19.629

PATIENT CARE / TECHNICAL - COMMUNITY

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
OPTICAL AIDE	37040	21	10/1/01	10.438	10.957	11.504	12.150	12.522	12.587	12.887	12.987	13.087	13.187
			9/30/02	10.858	11.395	11.964	12.638	13.023	13.090	13.390	13.490	13.590	13.690
			9/29/03	11.290	11.851	12.443	13.141	13.544	13.614	13.914	14.014	14.114	14.214
			9/27/04	11.742	12.325	12.941	13.667	14.086	14.159	14.459	14.559	14.659	14.759
CLINIC AIDE	36314	21	10/1/01	9.247	9.709	10.025	11.004	11.241	12.180	12.480	12.580	12.680	12.780
NURSING AIDE	36309		9/30/02	9.617	10.097	10.428	11.444	11.691	12.667	12.967	13.067	13.167	13.267
PATIENT STAFF ASSISTANT	36321		9/29/03	10.002	10.501	10.843	11.902	12.159	13.174	13.474	13.574	13.674	13.774
TRANSPORTATION AIDE	47709		9/27/04	10.402	10.921	11.277	12.378	12.645	13.701	14.001	14.101	14.201	14.301
DARKROOM TECHNICIAN	35974	21	10/1/01	11.104	11.659	12.242	12.920	13.308	13.442	13.742	13.842	13.942	14.042
JUNIOR LAB ASSISTANT	35586		9/30/02	11.548	12.125	12.732	13.437	13.840	13.980	14.280	14.380	14.480	14.580
LAB AIDE	35570		9/29/03	12.010	12.610	13.241	13.974	14.394	14.539	14.839	14.939	15.039	15.139
MONITOR TECHNICIAN	36704		9/27/04	12.490	13.114	13.771	14.533	14.970	15.121	15.421	15.521	15.621	15.721
VISUAL FIELD TECHNICIAN	37041												
OPTICAL WORKER	37045	22	10/1/01	10.970	11.525	12.101	12.796	13.198	13.508	13.808	13.908	14.008	14.108
			9/30/02	11.409	11.986	12.585	13.308	13.726	14.048	14.348	14.448	14.548	14.648
			9/29/03	11.885	12.465	13.088	13.840	14.275	14.610	14.910	15.010	15.110	15.210
			9/27/04	12.340	12.964	13.612	14.394	14.846	15.194	15.494	15.594	15.694	15.794
G I ATTENDANT	36891	22	10/1/01	9.692	10.177	10.512	11.546	11.818	12.849	13.149	13.249	13.349	13.449
OPERATING ROOM ATTENDANT	36894		9/30/02	10.080	10.584	10.932	12.008	12.291	13.363	13.663	13.763	13.863	13.963
PHYSICAL THERAPY AIDE I	35356		9/29/03	10.483	11.007	11.369	12.488	12.783	13.898	14.198	14.298	14.398	14.498
			9/27/04	10.902	11.447	11.824	12.988	13.294	14.454	14.754	14.854	14.954	15.054
LAB ASSISTANT I	35582	22	10/1/01	11.824	12.414	13.034	13.808	14.276	14.669	14.969	15.069	15.169	15.269
			9/30/02	12.297	12.911	13.555	14.360	14.847	15.256	15.556	15.656	15.756	15.856
			9/29/03	12.789	13.427	14.097	14.934	15.441	15.868	16.168	16.268	16.368	16.468
			9/27/04	13.301	13.964	14.661	15.531	16.059	16.501	16.801	16.901	17.001	17.101
ANESTHESIA AIDE	36944	22	10/1/01	11.315	11.880	12.536	13.225	13.953	14.720	15.020	15.120	15.220	15.320
CENTRAL SUPPLY TECHNICIAN I	36848		9/30/02	11.768	12.355	13.037	13.754	14.511	15.309	15.609	15.709	15.809	15.909
HOUSE ORDERLY (LA)	36328		9/29/03	12.239	12.849	13.558	14.304	15.091	15.921	16.221	16.321	16.421	16.521
JR. ORTHO TECH	30220		9/27/04	12.729	13.363	14.100	14.876	15.695	16.558	16.858	16.958	17.058	17.158
RADIATION ONCOLOGY AIDE	35973												
RE-USE TECHNICIAN (LA)	36865												
RESPIRATORY CARE AIDE	35730												

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CENTRAL SUPPLY TECHNICIAN II	36851		10/1/01	11.598	12.177	12.849	13.555	14.302	15.088	15.388	15.488	15.588	15.688
			9/30/02	12.062	12.664	13.363	14.098	14.874	15.692	15.992	16.092	16.192	16.292
			9/29/03	12.544	13.171	13.898	14.682	15.489	16.320	16.620	16.720	16.820	16.920
			9/27/04	13.046	13.698	14.454	15.248	16.088	16.973	17.273	17.373	17.473	17.573
EKG TECHNICIAN I	36706	22	10/1/01	13.307	13.972	14.741	15.552	16.409	17.312	17.612	17.712	17.812	17.912
			9/30/02	13.839	14.531	15.331	16.174	17.065	18.004	18.304	18.404	18.504	18.604
			9/29/03	14.393	15.112	15.944	16.821	17.748	18.724	19.024	19.124	19.224	19.324
			9/27/04	14.969	15.716	16.582	17.494	18.458	19.473	19.773	19.873	19.973	20.073
OPTICAL MECHANIC	37049	23	10/1/01	11.994	12.593	13.222	13.943	14.471	14.563	14.863	14.963	15.063	15.163
			9/30/02	12.474	13.097	13.751	14.501	15.050	15.146	15.446	15.546	15.646	15.746
			9/29/03	12.973	13.621	14.301	15.081	15.652	15.752	16.052	16.152	16.252	16.352
			9/27/04	13.492	14.166	14.873	15.684	16.278	16.382	16.682	16.782	16.882	16.982
NURSING ATTENDANT	36312	23	10/1/01	10.240	10.753	11.110	12.249	12.559	13.855	13.955	14.055	14.155	14.255
PHYSICAL THERAPY AIDE II	35354		9/30/02	10.650	11.183	11.554	12.739	13.061	14.201	14.501	14.601	14.701	14.801
			9/29/03	11.076	11.630	12.018	13.249	13.583	14.769	15.069	15.169	15.269	15.369
			9/27/04	11.519	12.095	12.487	13.779	14.126	15.360	15.660	15.760	15.860	15.960
AUTOPSY ASSISTANT	36806	23	10/1/01	13.006	13.659	14.343	15.180	15.818	15.895	16.195	16.295	16.395	16.495
CYTOPREP TECHNICIAN	35607		9/30/02	13.526	14.205	14.917	15.798	16.451	16.531	16.831	16.931	17.031	17.131
DIET TECH	45446		9/29/03	14.087	14.773	15.514	16.430	17.109	17.192	17.492	17.592	17.692	17.792
LAB ASSISTANT II	35584		9/27/04	14.630	15.364	16.135	17.087	17.793	17.880	18.180	18.280	18.380	18.480
LAB ASSISTANT II HISTOLOGY	35520												
LAB/EKG TECH	36711												
LIFT TECHNICIAN	36722												
OPERATING ROOM TECH ASST	36721												
OPTOMETRIC TECHNICIAN	36796												
PHLEBOTOMIST	35590												
PT CARE & TECH PTNR-BELL	36310												
RADIOLOGY ASSISTANT	35976												
VECTORCARDIOGRAM TECHNICIAN	36716												
RAD PROCEDURE SERVICE TECHNICIAN	35975		10/1/01	13.396	14.069	14.773	15.646	16.293	16.372	16.672	16.772	16.872	16.972
			9/30/02	13.932	14.632	15.364	16.272	16.945	17.027	17.327	17.427	17.527	17.627
			9/29/03	14.489	15.217	15.979	16.923	17.623	17.708	18.008	18.108	18.208	18.308
			9/27/04	15.069	15.826	16.618	17.600	18.328	18.416	18.716	18.816	18.916	19.016

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EKG TECHNICIAN II	36707	23	10/1/01	14.422	15.143	15.976	16.854	17.782	18.760	19.060	19.160	19.260	19.360
			9/30/02	14.999	15.749	16.615	17.528	18.493	19.510	19.810	19.910	20.010	20.110
			9/29/03	15.599	16.379	17.280	18.229	19.233	20.290	20.590	20.690	20.790	20.890
			9/27/04	16.223	17.034	17.971	18.958	20.002	21.102	21.402	21.502	21.602	21.702
OPTICAL DISPENSER	37036	24	10/1/01	14.312	15.102	15.856	16.905	18.002	19.104	19.404	19.504	19.604	19.704
CONTACT LENS DISPENSER	37037		9/30/02	14.884	15.706	16.490	17.501	18.722	19.868	20.168	20.268	20.368	20.468
OPTICAL TECHNICIAN	37050		9/29/03	15.479	16.334	17.150	18.204	19.471	20.663	20.963	21.063	21.163	21.263
TISSUE TECHNICIAN	35598		9/27/04	16.098	16.987	17.836	19.015	20.250	21.490	21.790	21.890	21.990	22.090
EMERGENCY ROOM ASSISTANT	36880	24	10/1/01	11.943	12.541	13.230	13.958	14.727	15.538	15.838	15.938	16.038	16.138
HOME HEALTH AIDE	36960		9/30/02	12.421	13.043	13.759	14.516	15.316	16.160	16.460	16.560	16.660	16.760
MULTIPHASIC HEALTH ASSISTANT	36952		9/29/03	12.918	13.565	14.309	15.097	15.929	16.806	17.106	17.206	17.306	17.406
OPTOMETRIC ASSISTANT	30493		9/27/04	13.435	14.108	14.881	15.701	16.566	17.478	17.778	17.878	17.978	18.078
BRONCH CLINIC ASSISTANT	36864		10/1/01	12.128	12.735	13.435	14.174	14.955	15.778	16.078	16.178	16.278	16.378
CLINIC ASSISTANT	36316		9/30/02	12.613	13.244	13.972	14.741	15.553	16.409	16.709	16.809	16.909	17.009
SURGICAL CLINICAL ASSISTANT	36888		9/29/03	13.118	13.774	14.531	15.331	16.175	17.065	17.365	17.465	17.565	17.665
			9/27/04	13.643	14.325	15.112	15.944	16.822	17.748	18.048	18.148	18.248	18.348
MEDICAL ASSISTANT	36324		10/1/01	12.188	12.798	13.501	14.244	15.029	15.856	16.156	16.256	16.356	16.456
			9/30/02	12.676	13.310	14.041	14.814	15.630	16.490	16.790	16.890	16.990	17.090
			9/29/03	13.183	13.842	14.603	15.407	16.255	17.150	17.450	17.550	17.650	17.750
			9/27/04	13.710	14.396	15.187	16.023	16.905	17.836	18.136	18.236	18.336	18.436
OPHTHALMOLOGY TECHNICIAN	36794	24	10/1/01	13.932	14.629	15.434	16.281	17.177	18.122	18.422	18.522	18.622	18.722
			9/30/02	14.489	15.214	16.051	16.932	17.864	18.847	19.147	19.247	19.347	19.447
			9/29/03	15.069	15.823	16.693	17.609	18.579	19.601	19.901	20.001	20.101	20.201
			9/27/04	15.672	16.456	17.361	18.313	19.322	20.385	20.685	20.785	20.885	20.985

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ANESTHESIA TECH	36945	24	10/1/01	15.817	16.609	17.522	18.486	19.502	20.574	20.874	20.974	21.074	21.174
AUTOPSY TECHNICIAN (LA)	36810		9/30/02	16.450	17.273	18.223	19.225	20.282	21.397	21.697	21.797	21.897	21.997
AUTOPSY/TISSUE ASSISTANT	35610		9/29/03	17.108	17.964	18.952	19.994	21.093	22.253	22.553	22.653	22.753	22.853
EEG TECHNICIAN	36766		9/27/04	17.792	18.683	19.710	20.794	21.937	23.143	23.443	23.543	23.643	23.743
HEALTH EVALUATION ASSISTANT	36981												
HEMODIALYSIS TECHNICIAN	36866												
LAB ASST AUTOM SPEC (REG ONLY)	35617												
LAB ASSISTANT III	35583												
ORTHOPEDIC TECHNICIAN I	36776												
PACEMAKER TECHNICIAN	36705												
PODIATRY TECHNICIAN	36887												
HISTOLOGY TECHNOLOGIST - HT (ASCP)	35612	24	10/1/01	18.445	19.387	20.433	21.556	22.742	23.995	24.295	24.395	24.495	24.595
HISTOLOGY TECHNOLOGIST	35596		9/30/02	19.183	20.142	21.250	22.418	23.652	24.955	25.255	25.355	25.455	25.555
			9/29/03	19.950	20.948	22.100	23.315	24.598	25.953	26.253	26.353	26.453	26.553
			9/27/04	20.748	21.786	22.984	24.248	25.582	26.981	27.281	27.381	27.481	27.591
CONTACT LENS FITTER	37034	25	10/1/01	15.939	16.685	17.545	18.453	19.410	20.420	20.720	20.820	20.920	21.020
			9/30/02	16.577	17.352	18.247	19.191	20.186	21.237	21.537	21.637	21.737	21.837
			9/29/03	17.240	18.046	18.977	19.959	20.993	22.086	22.386	22.486	22.586	22.686
			9/27/04	17.930	18.768	19.736	20.757	21.833	22.969	23.269	23.369	23.469	23.569
SURGICAL TECHNOLOGIST I	36906	25	10/1/01	14.899	15.645	16.505	17.413	18.370	19.380	19.680	19.780	19.880	19.980
			9/30/02	15.495	16.271	17.165	18.110	19.105	20.155	20.455	20.555	20.655	20.755
			9/29/03	16.115	16.922	17.852	18.834	19.869	20.961	21.261	21.361	21.461	21.561
			9/27/04	16.760	17.599	18.566	19.587	20.664	21.799	22.099	22.199	22.299	22.399
GI TECHNOLOGIST I	36736	25	10/1/01	14.805	15.545	16.401	17.301	18.254	19.258	19.558	19.658	19.758	19.858
LVN I	36294		9/30/02	15.397	16.167	17.057	17.993	18.984	20.028	20.328	20.428	20.528	20.628
UROLOGY TECHNOLOGIST I	36746		9/29/03	16.013	16.814	17.739	18.713	19.743	20.829	21.129	21.229	21.329	21.429
			9/27/04	16.654	17.487	18.449	19.462	20.533	21.662	21.962	22.062	22.162	22.262
SURGICAL TECHNOLOGIST II	36909		10/1/01	15.271	16.036	16.918	17.848	18.829	19.865	20.165	20.265	20.365	20.465
			9/30/02	15.882	16.677	17.595	18.562	19.582	20.660	20.960	21.060	21.160	21.260
			9/29/03	16.517	17.344	18.299	19.304	20.365	21.486	21.786	21.886	21.986	22.086
			9/27/04	17.178	18.038	19.031	20.076	21.180	22.345	22.645	22.745	22.845	22.945
ELECTRON MICROSCOPY TECHNOLOGIST	35597	25	10/1/01	16.901	17.746	18.721	19.752	20.838	21.985	22.285	22.385	22.485	22.585
POLYSOMNOGRAPHY TECHNOLOGIST	36760		9/30/02	17.577	18.456	19.470	20.542	21.672	22.864	23.164	23.264	23.364	23.464
			9/29/03	18.280	19.194	20.249	21.364	22.539	23.779	24.079	24.179	24.279	24.379
			9/27/04	19.011	19.962	21.059	22.219	23.441	24.730	25.030	25.130	25.230	25.330

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SOLUTIONS TECHNICIAN	35592		10/1/01	17.408	18.278	19.283	20.345	21.463	22.644	22.944	23.044	23.144	23.244
			9/30/02	18.104	19.009	20.054	21.159	22.322	23.550	23.850	23.950	24.050	24.150
			9/29/03	18.828	19.769	20.856	22.005	23.215	24.492	24.792	24.892	24.992	25.092
			9/27/04	19.581	20.560	21.690	22.885	24.144	25.472	25.772	25.872	25.972	26.072
CARDIAC SURGERY TECHNOLOGIST	36907	25	10/1/01	18.438	19.361	20.425	21.547	22.733	23.982	24.282	24.382	24.482	24.582
PSYCH SUPPORT TECHNOLOGIST	36322		9/30/02	19.176	20.135	21.242	22.409	23.642	24.941	25.241	25.341	25.441	25.541
			9/29/03	19.943	20.940	22.092	23.305	24.588	25.939	26.239	26.339	26.439	26.539
			9/27/04	20.741	21.778	22.976	24.237	25.572	26.977	27.277	27.377	27.477	27.577
OPHTHALMIC PHOTOGRAPHER	36797	26	10/1/01	14.946	15.683	16.547	17.456	18.416	19.430	19.730	19.830	19.930	20.030
			9/30/02	15.544	16.310	17.209	18.154	19.153	20.207	20.507	20.607	20.707	20.807
			9/29/03	16.168	16.962	17.897	18.880	19.919	21.015	21.315	21.415	21.515	21.615
			9/27/04	16.813	17.640	18.613	19.635	20.716	21.856	22.156	22.256	22.356	22.456
EMERGENCY SERVICES TECHNICIAN	36881	26	10/1/01	15.265	16.028	16.909	17.839	18.820	19.855	20.155	20.255	20.355	20.455
GI TECHNOLOGIST II	36739		9/30/02	15.876	16.669	17.585	18.553	19.573	20.649	20.949	21.049	21.149	21.249
LICENSED PSYCH TECHNOLOGIST	36780		9/29/03	16.511	17.336	18.288	19.295	20.356	21.475	21.775	21.875	21.975	22.075
UROLOGY TECHNOLOGIST II	36748		9/27/04	17.171	18.029	19.020	20.067	21.170	22.334	22.634	22.734	22.834	22.934
LVN II	36299		10/1/01	14.995	15.744	16.611	17.522	18.488	19.504	19.804	19.904	20.004	20.104
			9/30/02	15.595	16.374	17.275	18.223	19.228	20.284	20.584	20.684	20.784	20.884
			9/29/03	16.219	17.029	17.966	18.952	19.997	21.095	21.395	21.495	21.595	21.695
			9/27/04	16.868	17.710	18.685	19.710	20.797	21.939	22.239	22.339	22.439	22.539
LVN III	36301		10/1/01	15.570	16.349	17.247	18.196	19.198	20.252	20.552	20.652	20.752	20.852
			9/30/02	16.193	17.003	17.937	18.924	19.964	21.062	21.362	21.462	21.562	21.662
			9/29/03	16.841	17.683	18.654	19.681	20.763	21.904	22.204	22.304	22.404	22.504
			9/27/04	17.515	18.390	19.400	20.468	21.594	22.780	23.080	23.180	23.280	23.380
LICENSED PHYSICAL THERAPY ASST	35352	26	10/1/01	17.606	18.486	19.503	20.575	21.708	22.902	23.202	23.302	23.402	23.502
SPEECH PATHOLOGIST ASSISTANT	35357		9/30/02	18.310	19.225	20.283	21.398	22.576	23.818	24.118	24.218	24.318	24.418
			9/29/03	19.042	19.994	21.094	22.254	23.479	24.771	25.071	25.171	25.271	25.371
			9/27/04	19.804	20.794	21.938	23.144	24.418	25.762	26.062	26.162	26.262	26.362

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RESPIRATORY CARE PRACTITIONER I	35736	26	10/1/01	19.523	20.450	21.519	22.649	23.838	25.095	25.395	25.495	25.595	25.695
			9/30/02	20.304	21.268	22.380	23.555	24.792	26.099	26.399	26.499	26.599	26.699
			9/29/03	21.116	22.119	23.275	24.497	25.784	27.143	27.443	27.543	27.643	27.743
			9/27/04	21.981	23.004	24.206	25.477	26.815	28.229	28.529	28.629	28.729	28.829
RESPIRATORY CARE PRACTITIONER II	35737	26	10/1/01	19.748	20.685	21.766	22.909	24.112	25.384	25.684	25.784	25.884	25.984
			9/30/02	20.538	21.512	22.637	23.825	25.076	26.399	26.699	26.799	26.899	26.999
			9/29/03	21.360	22.372	23.542	24.778	26.079	27.455	27.755	27.855	27.955	28.055
			9/27/04	22.214	23.267	24.484	25.769	27.122	28.553	28.853	28.953	29.053	29.153
RESPIRATORY CARE PRACTITIONER III	35741		10/1/01	19.943	20.890	21.982	23.136	24.351	25.634	25.934	26.034	26.134	26.234
			9/30/02	20.741	21.728	22.861	24.061	25.325	26.659	26.959	27.059	27.159	27.259
			9/29/03	21.571	22.595	23.775	25.023	26.338	27.725	28.025	28.125	28.225	28.325
			9/27/04	22.434	23.499	24.726	26.024	27.392	28.834	29.134	29.234	29.334	29.434
CYTOGENETIC TECHNOLOGIST	35805	26	10/1/01	25.777	27.067	28.556	30.126	31.783	33.532	33.832	33.932	34.032	34.132
			9/30/02	26.808	28.150	29.688	31.331	33.054	34.873	35.173	35.273	35.373	35.473
			9/29/03	27.880	29.276	30.886	32.584	34.376	36.268	36.568	36.668	36.768	36.868
			9/27/04	28.995	30.447	32.121	33.887	35.751	37.719	38.019	38.119	38.219	38.319
CERTIFIED OCCUP THERAPY ASSISTANT	35366	27	10/1/01	17.476	18.351	19.360	20.425	21.548	22.733	23.033	23.133	23.233	23.333
			9/30/02	18.175	19.085	20.134	21.242	22.410	23.642	23.942	24.042	24.142	24.242
			9/29/03	18.902	19.848	20.939	22.092	23.306	24.588	24.888	24.988	25.088	25.188
			9/27/04	19.658	20.642	21.777	22.976	24.238	25.572	25.872	25.972	26.072	26.172

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JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
CERTIFIED OPHTHALMIC TECHNICIAN	36793	UG	10/1/01	15.938	16.736	17.656	18.627	19.652	20.732	21.032	21.132	21.232	21.332
			9/30/02	16.576	17.405	18.362	19.372	20.438	21.561	21.861	21.961	22.061	22.161
			9/29/03	17.239	18.101	19.096	20.147	21.256	22.423	22.723	22.823	22.923	23.023
			9/27/04	17.929	18.825	19.860	20.953	22.106	23.320	23.620	23.720	23.820	23.920
OPHTHALMIC SURGICAL ASSISTANT	36902	UG	10/1/01	22.840	23.981	25.301	26.892	28.160	29.710	30.010	30.110	30.210	30.310
			9/30/02	23.754	24.940	26.313	27.760	29.286	30.898	31.198	31.298	31.398	31.498
			9/29/03	24.704	25.938	27.366	28.870	30.457	32.134	32.434	32.534	32.634	32.734
			9/27/04	25.692	26.976	28.461	30.025	31.675	33.419	33.719	33.819	33.919	34.019
G I TECHNOLOGIST III (HC ONLY)	36740	25	10/1/01	18.750	19.687	20.770	21.911	23.117	24.388	24.688	24.788	24.888	24.988
			9/30/02	19.500	20.474	21.601	22.787	24.042	25.364	25.664	25.764	25.864	25.964
			9/29/03	20.280	21.293	22.465	23.698	25.004	26.379	26.679	26.779	26.879	26.979
			9/27/04	21.091	22.145	23.364	24.646	26.004	27.434	27.734	27.834	27.934	28.034
ORTHOPEDIC TECHNOLOGIST II	36779	25	10/1/01	19.382	20.352	21.471	22.651	23.898	25.211	25.511	25.611	25.711	25.811
			9/30/02	20.157	21.166	22.330	23.557	24.854	26.219	26.519	26.619	26.719	26.819
			9/29/03	20.963	22.013	23.223	24.499	25.848	27.268	27.568	27.668	27.768	27.868
			9/27/04	21.802	22.894	24.152	25.479	26.882	28.359	28.659	28.759	28.859	28.959

PROCESSING/COMPUTER OPERATIONS - COMMUNITY

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
APPOINTMENT DATA CLERK	24410	11	10/1/01	10.654	11.187	11.802	12.450	13.136	13.859	14.159	14.259	14.359	14.459
CHART ROOM CLERK	24592		9/30/02	11.080	11.834	12.274	12.948	13.661	14.413	14.713	14.813	14.913	15.013
CONF ROOM SCHEDULER (LA ONLY)	20596		9/29/03	11.523	12.099	12.765	13.466	14.207	14.990	15.290	15.390	15.490	15.590
CONTROL CLERK I	24636		9/27/04	11.984	12.583	13.276	14.005	14.775	15.590	15.890	15.990	16.090	16.190
DOCUMENT CLERK	24172												
ENTRY CLERK	24020												
FILE CLERK	24046												
HOME HEALTH CLERK I	24290												
JUNIOR CLERK TYPIST	24030												
MEMBERSHIP ACCOUNTING SUP CLERK	24714												
RECORDS CLERK I	24512												
X-RAY FILE CLERK	25022												
X-RAY FILE CLERK/COURIER	25023												

PROCESSING/COMPUTER OPERATIONS - COMMUNITY

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
ACCOUNTS PAYABLE CLERK	24144	12	10/1/01	11.124	11.680	12.322	13.001	13.714	14.468	14.768	14.868	14.968	15.068
ACCOUNTS RECEIVABLE SUPPORT CLERK	24150		9/30/02	11.569	12.147	12.815	13.521	14.263	15.047	15.347	15.447	15.547	15.647
APPOINTMENT DATA CLERK II	24412		9/29/03	12.032	12.633	13.328	14.062	14.834	15.649	15.949	16.049	16.149	16.249
BIRTH CERTIFICATE CLERK	24530		9/27/04	12.513	13.138	13.861	14.624	15.427	16.275	16.575	16.675	16.775	16.875
BLOOD DONOR RECRUITING CLERK	25055												
CASHIER	25132												
CLERK TYPIST	24032												
CLINIC CLERK I	24900												
COMMUNICATIONS OPERATOR	24828												
CONTACT LENS CLERK	24171												
CONTROL CLERK II	24638												
CPR CONTROL CLERK	24182												
CREDIT COLLECTIONS CLERK	24244												
DATA ENTRY CLERK	24628												
DATA IMAGE CLERK	24025												
DIET CLERK	24906												
DIETARY CASHIER	25140												
DISTRIBUTION CONTROL CLERK	20612												
DOCUMENT PREP ASSISTANT	24039												
ELIGIBILITY CLERK I	24706												
EMERGENCY ROOM CLERK	24916												
ENGINEERING CLERK	25154												
GENERAL CLERK	24024												
HOME HEALTH CLERK II	24291												
INFORMATION CLERK II	24101												
INSURANCE RECEPTIONIST	24340												
INTER DIRECT PAY CLERK	24708												
LAB CLERK	25052												
LIFE INSURANCE PROCESSOR	24320												
MEDICAL LIBRARY CLERK	24838												
MEDICARE CLERK	24240												
PURCHASING CLERK	24148												
RECEPTIONIST I	25124												
RECORDS CLERK II	24518												
REPROGRAPHICS CLERK	20614												
STOREROOM CLERK	43536												
SUPPORT CLERK	24096												
TRANS ORDERLY/DISPATCHER	24103												

PROCESSING/COMPUTER OPERATIONS - COMMUNITY

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
DATA ENTRY OPERATOR	24646	12	10/1/01	11.692	12.277	12.951	13.684	14.414	15.208	15.508	15.608	15.708	15.808
			9/30/02	12.160	12.768	13.468	14.211	14.991	15.816	16.116	16.216	16.316	16.416
			9/29/03	12.646	13.279	14.008	14.779	15.591	16.449	16.749	16.849	16.949	17.049
			9/27/04	13.152	13.810	14.568	15.370	16.215	17.107	17.407	17.507	17.607	17.707
WORD PROCESSING OPERATOR I	25192	12	10/1/01	13.540	14.216	14.998	15.822	16.692	17.610	17.910	18.010	18.110	18.210
			9/30/02	14.082	14.785	15.598	16.455	17.360	18.314	18.614	18.714	18.814	18.914
			9/29/03	14.645	15.376	16.222	17.113	18.054	19.047	19.347	19.447	19.547	19.647
			9/27/04	15.231	15.991	16.871	17.798	18.776	19.809	20.109	20.209	20.309	20.409
ACCOUNT RECONCILIATION CLERK	20609	13	10/1/01	11.613	12.194	12.865	13.572	14.320	15.107	15.407	15.507	15.607	15.707
A/P LIAISON CLERK	24145		9/30/02	12.078	12.682	13.380	14.115	14.893	15.711	16.011	16.111	16.211	16.311
BACK-UP CLERK	24168		9/29/03	12.561	13.189	13.915	14.680	15.489	16.339	16.639	16.739	16.839	16.939
BLOOD DONOR RECORDS CLERK II	25054		9/27/04	13.063	13.717	14.472	15.267	16.108	16.993	17.293	17.393	17.493	17.593
BUSINESS OFFICE CLERK II	24257												
CASE CORRESPONDENCE CLERK	24241												
CASHIER RECEPTIONIST	25134												
CLAIMS PROCESSOR	24343												
CLERK STENOGRAPHER	24044												
CLINIC CLERK II	24902												
COLLECTION SUPPORT REP	24036												
COMMUNICATIONS SERVICES COORD	24824												
CONSTRUCTION LIAISON CLERK	24123												
CUSTOMER SERVICE PHONE REP	24780												
DRUG PURCHASING CLERK	24151												
EDUCATION/RESEARCH CLERK II	24849												
GROUP ACCOUNTS CLERK I	24686												
INFORMATION CENTER CLERK	24716												
INTERMEDIATE CLERK	24026												
INTERMEDIATE CLERK TYPIST	24034												
LEGAL SUPPORT COORD	24535												
LIBRARY TECHNICIAN	24832												
MAGNETIC TAPE LIBRARIAN	13060												
MEDICAL REQUEST CLERK	24574												
OPT PHOTO/CASHIER RECEPTIONIST	25137												
OPTICAL CASHIER	25142												
OPTICAL CUSTOMER HOST	25136												
PERIPHERIAL CONTROL COORDINATOR	24640												
RECEPTIONIST II	25126												
REVENUE SUPPORT CLERK	20156												
STATISTICAL CLERK TYPIST	24097												
SUBPOENA CLERK	24536												

PROCESSING/COMPUTER OPERATIONS - COMMUNITY

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
APPOINTMENT CLERK	24398		10/1/01	11.845	12.438	13.122	13.843	14.606	15.409	15.709	15.809	15.909	16.009
DEPARTMENT SECRETARY	25180		9/30/02	12.319	12.936	13.647	14.397	15.190	16.025	16.325	16.425	16.525	16.625
INSURANCE CLERK I	24322		9/29/03	12.812	13.453	14.193	14.973	15.798	16.666	16.966	17.066	17.166	17.266
			9/27/04	13.324	13.991	14.761	15.572	16.430	17.333	17.633	17.733	17.833	17.933
ASSOC COMPUTER OPERATOR-OC ONLY	20692	13	10/1/01	13.733	14.420	14.901	16.216	16.599	17.595	17.895	17.995	18.095	18.195
JUNIOR COMPUTER OPERATOR	24650		9/30/02	14.282	14.997	15.497	16.865	17.263	18.299	18.599	18.699	18.799	18.899
			9/29/03	14.853	15.597	16.117	17.540	17.954	19.031	19.331	19.431	19.531	19.631
			9/27/04	15.447	16.221	16.762	18.242	18.672	19.792	20.092	20.192	20.292	20.392
ADMITTING CLERK	24262	13	10/1/01	11.729	12.315	12.994	13.707	14.461	15.257	15.557	15.657	15.757	15.857
ADVANCED CLERK	24038		9/30/02	12.198	12.808	13.514	14.255	15.039	15.867	16.167	16.267	16.367	16.467
ART PRODUCTION ASSISTANT	24777		9/29/03	12.686	13.320	14.055	14.825	15.641	16.502	16.802	16.902	17.002	17.102
HOME HEALTH CLERK III	24292		9/27/04	13.193	13.853	14.617	15.418	16.267	17.162	17.462	17.562	17.662	17.762
OUTSIDE REFERRAL CLERK	24904												
SICKLE CELL CLERK	24918												
STATISTICAL CLERK I	24098												
UTILIZATION REVIEW CLERK	24524												
WARD CLERK	24936												
DISABILITY CLAIMS PROCESSOR	24321		10/1/01	11.962	12.560	13.253	13.980	14.749	15.561	15.861	15.961	16.061	16.161
INSURANCE CLERK II	24338		9/30/02	12.440	13.062	13.783	14.539	15.339	16.183	16.483	16.583	16.683	16.783
MEDICAL CORRESPONDENCE CLERK	24572		9/29/03	12.938	13.584	14.334	15.121	15.953	16.830	17.130	17.230	17.330	17.430
			9/27/04	13.456	14.127	14.907	15.726	16.591	17.503	17.803	17.903	18.003	18.103
CLAIMS ADJUSTER	24720	13	10/1/01	15.577	16.357	17.257	18.205	19.207	20.262	20.562	20.662	20.762	20.862
MEDICAL TRANSCRIBER	24577		9/30/02	16.200	17.011	17.947	18.933	19.975	21.072	21.372	21.472	21.572	21.672
MEDICAL X-RAY TRANSCRIBER	25026		9/29/03	16.848	17.691	18.665	19.690	20.774	21.915	22.215	22.315	22.415	22.515
WORD PROCESSING OPERATOR II	25194		9/27/04	17.522	18.399	19.412	20.478	21.605	22.792	23.092	23.192	23.292	23.392

PROCESSING/COMPUTER OPERATIONS - COMMUNITY

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
ACCOUNTS RECEIVABLE CLERK	20601	14	10/1/01	11.966	12.565	13.255	13.984	14.753	15.565	15.865	15.965	16.065	16.165
BUSINESS OFFICE CLERK III	24258		9/30/02	12.445	13.088	13.785	14.543	15.343	16.188	16.488	16.588	16.688	16.788
BUSINESS SVCS REP	24331		9/29/03	12.943	13.591	14.336	15.125	15.957	16.836	17.136	17.236	17.336	17.436
CLAIMS EXAMINER I	24759		9/27/04	13.461	14.135	14.909	15.730	16.595	17.509	17.809	17.909	18.009	18.109
COMPUTER OPERATOR	24656												
COMPUTER SYSTEMS COORDINATOR	24518												
CUSTOMER SERVICE REPRESENTATIVE	24768												
EDUCATION/RESEARCH CLERK III	24851												
ELIGIBILITY CLERK II	24718												
GROUP REVIEWER	24696												
INSURANCE COORDINATOR	24332												
MEMBERSHIP SERVICES CLERK II	24766												
PATIENT SERVICES REP (MHC)	24286												
RECORDS CLERK III	24513												
REMOTE TERMINAL OPERATOR	24644												
SENIOR CLERK	24028												
SENIOR HEMODIALYSIS CLK	24942												
PHYSICIAN SCHEDULING CLERK	24405		10/1/01	12.229	12.841	13.547	14.292	15.078	15.907	16.207	16.307	16.407	16.507
SURGERY SCHEDULING CLERK	24408		9/30/02	12.718	13.355	14.089	14.864	15.681	16.543	16.843	16.943	17.043	17.143
			9/29/03	13.227	13.889	14.653	15.459	16.308	17.205	17.505	17.605	17.705	17.805
			9/27/04	13.756	14.445	15.239	16.077	16.960	17.893	18.193	18.293	18.393	18.493
ASSISTANT COLLECTOR	20608		10/1/01	12.325	12.942	13.653	14.404	15.196	16.032	16.332	16.432	16.532	16.632
			9/30/02	12.816	13.460	14.199	14.980	15.804	16.673	16.973	17.073	17.173	17.273
			9/29/03	13.331	13.988	14.767	15.578	16.436	17.340	17.640	17.740	17.840	17.940
			9/27/04	13.864	14.558	15.358	16.202	17.093	18.034	18.334	18.434	18.534	18.634
PROCESSING PARTNER-BELL	24925	14	10/1/01	12.742	13.380	14.115	14.890	15.710	16.574	16.874	16.974	17.074	17.174
WARD CLERK TRANSCRIBER	24938		9/30/02	13.252	13.915	14.660	15.486	16.338	17.237	17.537	17.637	17.737	17.837
			9/29/03	13.782	14.472	15.267	16.105	16.992	17.926	18.226	18.326	18.426	18.526
			9/27/04	14.333	15.051	15.878	16.749	17.672	18.643	18.943	19.043	19.143	19.243
FINANCIAL COUNSELOR	24339	14	10/1/01	12.910	13.552	14.299	15.086	15.915	16.790	17.090	17.190	17.290	17.390
			9/30/02	13.426	14.094	14.871	15.689	16.552	17.462	17.762	17.862	17.962	18.062
			9/29/03	13.983	14.658	15.468	16.317	17.214	18.160	18.460	18.560	18.660	18.760
			9/27/04	14.522	15.244	16.085	16.970	17.903	18.886	19.186	19.286	19.386	19.486

PROCESSING/COMPUTER OPERATIONS - COMMUNITY

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
AUDIO VISUAL TECHNICIAN	24836	14	10/1/01	13.108	13.764	14.520	15.319	16.162	17.051	17.351	17.451	17.551	17.651
CASE COORD ADVOCATE	24721		9/30/02	13.632	14.315	15.101	15.932	16.808	17.733	18.033	18.133	18.233	18.333
CLAIMS EXAMINER II	24760		9/29/03	14.177	14.888	15.705	16.569	17.480	18.442	18.742	18.842	18.942	19.042
CLERK	24023		9/27/04	14.744	15.484	16.333	17.232	18.179	19.180	19.480	19.580	19.680	19.780
CUSTOMER SERVICE ADVOCATE	24761												
EDUCATION/RESEARCH SECRETARY	24856												
GROUP ACCOUNTS CLERK II	24688												
MEDICAL AUDIT CLERK	24554												
MEDICAL EDUCATION SYMP ASSISTANT	24850												
MEDICAL SECRETARY	25174												
MEMBERSHIP ACCOUNTING COORD	24719												
OPTICAL SCANNER OPERATOR	24860												
PSYCH SOCIAL CLERK	24988												
SENIOR CLERK (F)	24029												
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MEDIA TECHNICIAN (BF ONLY)	12956	14	10/1/01	14.039	14.741	15.551	16.407	17.310	18.260	18.560	18.660	18.760	18.860
			9/30/02	14.601	15.331	16.173	17.063	18.002	18.990	19.290	19.390	19.490	19.590
			9/29/03	15.185	15.944	16.820	17.746	18.722	19.750	20.050	20.150	20.250	20.350
			9/27/04	15.792	16.582	17.493	18.456	19.471	20.540	20.840	20.940	21.040	21.140
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CANCER REG ABSTRACT CLERK	24440	14	10/1/01	16.888	17.732	18.708	19.736	20.821	21.966	22.266	22.366	22.466	22.566
			9/30/02	17.564	18.441	19.454	20.525	21.654	22.845	23.145	23.245	23.345	23.445
			9/29/03	18.267	19.179	20.232	21.346	22.520	23.759	24.059	24.159	24.259	24.359
			9/27/04	18.998	19.946	21.041	22.200	23.421	24.709	25.009	25.109	25.209	25.309
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INDUSTRIAL BILLER	24324	15	10/1/01	13.862	14.554	15.356	16.200	17.092	18.032	18.332	18.432	18.532	18.632
INSURANCE BILLER	24323		9/30/02	14.416	15.136	15.970	16.848	17.776	18.753	19.053	19.153	19.253	19.353
REVENUE BILLER	24328		9/29/03	14.993	15.741	16.609	17.522	18.487	19.503	19.803	19.903	20.003	20.103
TPL BILLER	24325		9/27/04	15.593	16.371	17.273	18.223	19.226	20.283	20.583	20.683	20.783	20.883
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GROUP AUDIT SPECIALIST	24694	16	10/1/01	18.036	18.938	19.962	21.317	22.238	23.789	24.089	24.189	24.289	24.389
HEALTH AUDIT ANALYST	24552		9/30/02	18.757	19.696	20.781	22.170	23.128	24.741	25.041	25.141	25.241	25.341
			9/29/03	19.507	20.484	21.612	23.057	24.053	25.731	26.031	26.131	26.231	26.331
			9/27/04	20.287	21.303	22.476	23.979	25.015	26.760	27.060	27.160	27.260	27.360
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TUMOR REGISTRAR	24439		10/1/01	18.577	19.506	20.581	21.957	22.905	24.503	24.803	24.903	25.003	25.103
			9/30/02	19.320	20.286	21.404	22.835	23.821	25.483	25.783	25.883	25.983	26.083
			9/29/03	20.093	21.097	22.260	23.748	24.774	26.502	26.802	26.902	27.002	27.102
			9/27/04	20.897	21.941	23.150	24.698	25.765	27.552	27.852	27.952	28.052	28.152

PROCESSING/COMPUTER OPERATIONS - COMMUNITY

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
INDUSTRIAL EOB PROCESSOR	24503	18	10/1/01	14.156	14.770	15.582	16.437	17.342	18.297	18.597	18.697	18.787	18.897
			9/30/02	14.722	15.361	16.205	17.094	18.036	19.029	19.329	19.429	19.529	19.629
			9/29/03	15.311	15.975	16.853	17.778	18.757	19.790	20.090	20.190	20.290	20.390
			9/27/04	15.923	16.614	17.527	18.489	19.507	20.582	20.882	20.982	21.082	21.182
COLLECTOR II	24176		10/1/01	14.581	15.213	16.049	16.930	17.862	18.846	19.146	19.246	19.346	19.446
COMMERCIAL COLLECTOR	20697		9/30/02	15.164	15.822	16.691	17.607	18.576	19.600	19.900	20.000	20.100	20.200
CREDIT RESOLUTION PROCESSOR	20691		9/29/03	15.771	16.455	17.359	18.311	19.319	20.384	20.684	20.784	20.884	20.984
MEDI-CAL COLLECTOR	20701		9/27/04	16.402	17.113	18.053	19.043	20.092	21.199	21.499	21.599	21.699	21.799
MEDICARE COLLECTOR	20700												
PATIENT BILLING RESOLUTION REP	20703												
SELF-PAY COLLECTOR	20699												
THIRD PARTY LIABILITY COLLECTOR	20698												
WORKERS COMPENSATION COLLECTOR	20702												
RECORDS TECHNICIAN I	24514	18	10/1/01	13.862	14.556	15.357	16.201	17.091	18.032	18.332	18.432	18.532	18.632
			9/30/02	14.416	15.138	15.971	16.849	17.775	18.753	19.053	19.153	19.253	19.353
			9/29/03	14.993	15.744	16.610	17.523	18.486	19.503	19.803	19.903	20.003	20.103
			9/27/04	15.593	16.374	17.274	18.224	19.225	20.283	20.583	20.683	20.783	20.883
EVALUATION & MANAGEMENT CODER	20657		10/1/01	13.364	14.030	14.737	15.475	16.245	17.056	17.356	17.456	17.556	17.656
			9/30/02	13.899	14.591	15.326	16.094	16.895	17.738	18.038	18.138	18.238	18.338
			9/29/03	14.455	15.175	15.939	16.738	17.571	18.448	18.748	18.848	18.948	19.048
			9/27/04	15.033	15.782	16.577	17.408	18.274	19.186	19.486	19.586	19.686	19.786
HEALTH INFORMATION CODER TRAINEE	20658		10/1/01	13.364									
			9/30/02	13.899									
			9/29/03	14.455									
			9/27/04	15.033									
INTERMEDIATE COMPUTER OPER-OC ONLY	20693		10/1/01	16.450	16.221	16.763	18.242	18.674	19.872	20.172	20.272	20.372	20.472
			9/30/02	16.068	18.870	17.434	18.972	19.421	20.667	20.967	21.067	21.167	21.267
			9/29/03	16.711	17.545	18.131	19.731	20.198	21.494	21.794	21.894	21.994	22.094
			9/27/04	17.379	18.247	18.856	20.520	21.006	22.364	22.654	22.754	22.854	22.954
SENIOR COMPUTER OPER-OC ONLY	20694		10/1/01	17.381	18.249	18.859	20.523	21.009	22.268	22.568	22.668	22.768	22.868
			9/30/02	18.076	18.979	19.613	21.344	21.849	23.159	23.459	23.559	23.659	23.759
			9/29/03	18.799	19.738	20.398	22.198	22.723	24.085	24.385	24.485	24.585	24.685
			9/27/04	19.551	20.528	21.214	23.086	23.632	25.048	25.348	25.448	25.548	25.648

MARKET SENSITIVE - PATIENT CARE / TECHNICAL - COMMUNITY

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
CYTOTECHNOLOGIST	35604		10/1/01	31.949	33.547	35.392	36.454	37.546	38.673	38.973	39.073	39.173	39.273
			9/30/02	33.227	34.889	36.808	37.912	39.048	40.220	40.520	40.620	40.720	40.820
			9/29/03	34.558	36.285	38.280	39.428	40.810	41.829	42.129	42.229	42.329	42.429
			9/27/04	35.938	37.736	39.811	41.005	42.234	43.502	43.802	43.902	44.002	44.102
CYTOTECHNOLOGIST QUALITY CONTROL	35800		10/1/01	33.546	35.224	37.160	38.276	39.424	40.606	40.906	41.006	41.106	41.206
			9/30/02	34.888	36.633	38.646	39.807	41.001	42.230	42.530	42.630	42.730	42.830
			9/29/03	36.284	38.098	40.192	41.399	42.641	43.919	44.219	44.319	44.419	44.519
			9/27/04	37.735	39.622	41.800	43.055	44.347	45.676	45.976	46.076	46.176	46.276

MARKET SENSITIVE - PROCESSING & COMPUTER OPERATIONS - COMMUNITY

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
HEALTH INFORMATION CODER I	20659		10/1/01	21.481	22.536	23.774	24.748	26.037	27.494	27.794	27.894	27.994	28.094
			9/30/02	22.340	23.437	24.725	25.738	27.078	28.594	28.894	28.994	29.094	29.194
			9/29/03	23.234	24.374	25.714	26.768	28.161	29.738	30.038	30.138	30.238	30.338
			9/27/04	24.163	25.349	26.743	27.839	29.287	30.928	31.228	31.328	31.428	31.528
HEALTH INFORMATION CODER II	20660		10/1/01	24.345	25.540	26.944	28.048	29.509	31.160	31.460	31.560	31.660	31.760
			9/30/02	25.319	26.562	28.022	29.170	30.689	32.406	32.706	32.806	32.906	33.006
			9/29/03	26.332	27.624	29.143	30.337	31.917	33.702	34.002	34.102	34.202	34.302
			9/27/04	27.385	28.729	30.309	31.550	33.194	35.050	35.350	35.450	35.550	35.650
HEALTH INFORMATION CODER III	20661		10/1/01	26.171	27.454	28.965	30.151	31.721	33.497	33.797	33.897	33.997	34.097
			9/30/02	27.218	28.552	30.124	31.357	32.990	34.837	35.137	35.237	35.337	35.437
			9/29/03	28.307	29.694	31.329	32.611	34.310	36.230	36.530	36.630	36.730	36.830
			9/27/04	29.439	30.882	32.582	33.915	35.682	37.679	37.979	38.079	38.179	38.279

**PATIENT CARE / TECHNICAL - COMMUNITY
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS**

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
DIAG IMAG TECH - RADIOLOGY I	35924	24	10/1/01	17.008	17.858	18.841	19.875	20.971	22.124	22.424	22.524	22.624	22.724
			6/10/01	17.603	18.483	19.500	20.571	21.705	22.888	23.198	23.298	23.398	23.498
			9/30/02	18.307	19.222	20.280	21.394	22.573	23.814	24.114	24.214	24.314	24.414
			9/29/03	19.039	19.991	21.091	22.250	23.476	24.767	25.087	25.167	25.267	25.367
			9/27/04	19.801	20.791	21.935	23.140	24.415	25.758	26.058	26.158	26.258	26.358
PERIPHERAL VASCULAR TECHNOLOGIST I PULMONARY FUNCTIONS TECHNOLOGIST	36834 36756	25	10/1/01	18.438	19.361	20.425	21.547	22.733	23.982	24.282	24.382	24.482	24.582
			6/10/01	19.083	20.039	21.140	22.301	23.529	24.821	25.121	25.221	25.321	25.421
			9/30/02	19.846	20.841	21.986	23.193	24.470	25.814	26.114	26.214	26.314	26.414
			9/29/03	20.640	21.675	22.865	24.121	25.449	26.847	27.147	27.247	27.347	27.447
			9/27/04	21.466	22.542	23.780	25.086	26.467	27.921	28.221	28.321	28.421	28.521
NEURODIAGNOSTIC TECHNOLOGIST	36713		10/1/01	19.176	20.135	21.242	22.409	23.642	24.941	25.241	25.341	25.441	25.541
			6/10/01	19.847	20.840	21.985	23.193	24.469	25.814	26.114	26.214	26.314	26.414
			9/30/02	20.641	21.674	22.864	24.121	25.448	26.847	27.147	27.247	27.347	27.447
			9/29/03	21.467	22.541	23.779	25.086	26.466	27.921	28.221	28.321	28.421	28.521
			9/27/04	22.326	23.443	24.730	26.089	27.525	29.038	29.338	29.438	29.538	29.638
DIAG IMAG TECH - RADIOLOGY II	35926		10/1/01	19.176	20.135	21.242	22.409	23.642	24.941	25.241	25.341	25.441	25.541
			6/10/01	21.265	22.115	23.000	23.920	24.877	25.872	26.172	26.272	26.372	26.472
			9/30/02	22.116	23.000	23.920	24.877	25.872	26.907	27.207	27.307	27.407	27.507
			9/29/03	23.001	23.920	24.877	25.872	26.907	27.983	28.283	28.383	28.483	28.583
			9/27/04	23.921	24.877	25.872	26.907	27.983	29.102	29.402	29.502	29.602	29.702
ECHOCARDIOGRAM TECHNOLOGIST I	36720	26	10/1/01	21.249	22.311	23.537	24.833	26.199	27.638	27.938	28.038	28.138	28.238
			6/10/01	22.524	23.650	24.949	26.323	27.771	29.296	29.596	29.696	29.796	29.896
			9/30/02	23.425	24.586	25.947	27.376	28.882	30.468	30.768	30.868	30.968	31.068
			9/29/03	24.362	25.580	26.985	28.471	30.037	31.687	31.987	32.087	32.187	32.287
			9/27/04	25.336	26.603	28.064	29.610	31.238	32.954	33.254	33.354	33.454	33.554
RADIOISOTOPE TECHNOLOGIST	36814	24	10/1/01	21.606	22.687	23.934	25.250	26.639	28.104	28.404	28.504	28.604	28.704
			6/10/01	22.902	24.048	25.370	26.765	28.237	29.790	30.090	30.190	30.290	30.390
			9/30/02	23.818	25.010	26.385	27.836	29.366	30.982	31.282	31.382	31.482	31.582
			9/29/03	24.771	26.010	27.440	28.949	30.541	32.221	32.521	32.621	32.721	32.821
			9/27/04	25.762	27.050	28.538	30.107	31.763	33.510	33.810	33.910	34.010	34.110

PATIENT CARE / TECHNICAL - COMMUNITY
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JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
CARDIAC CATH TECHNOLOGIST	36714	24	10/1/01	21.609	22.689	22.936	25.253	26.644	28.107	28.407	28.507	28.607	28.707
			6/10/01	22.906	24.050	25.372	26.768	28.243	28.793	30.093	30.193	30.293	30.393
			9/30/02	23.822	25.012	26.387	27.839	29.373	30.985	31.285	31.385	31.485	31.585
			9/29/03	24.775	26.012	27.442	28.953	30.548	32.224	32.524	32.624	32.724	32.824
			9/27/04	25.766	27.052	28.540	30.111	31.770	33.513	33.813	33.913	34.013	34.113
DIAG IMAG TECH - MAMMO I	30486	26	10/1/01	20.265	21.332	22.454	23.635	24.879	26.188	26.488	26.588	26.688	26.788
			6/10/01	23.114	24.038	25.000	26.000	27.040	28.122	28.422	28.522	28.622	28.722
			9/30/02	24.039	25.000	26.000	27.040	28.122	29.247	29.547	29.647	29.747	29.847
			9/29/03	25.001	26.000	27.040	28.122	29.247	30.417	30.717	30.817	30.917	31.017
			9/27/04	26.001	27.040	28.122	29.247	30.417	31.634	31.934	32.034	32.134	32.234
PERFUSIONIST I	36718	UG	10/1/01	22.840	23.981	25.301	26.892	28.180	29.710	30.010	30.110	30.210	30.310
			6/10/01	23.639	24.820	26.187	27.626	29.146	30.750	31.050	31.150	31.250	31.350
			9/30/02	24.585	25.813	27.234	28.731	30.312	31.980	32.280	32.380	32.480	32.580
			9/29/03	25.568	26.846	28.323	29.880	31.524	33.259	33.559	33.659	33.759	33.859
			9/27/04	26.591	27.920	29.456	31.075	32.785	34.589	34.889	34.989	35.089	35.189
DIAG IMAG TECH - MAMMO II	30487	27	10/1/01	21.278	22.397	23.576	24.816	26.123	27.497	27.797	27.897	27.997	28.097
			6/10/01	24.260	25.231	26.240	27.290	28.381	29.516	29.816	29.916	30.016	30.116
			9/30/02	25.230	26.240	27.290	28.382	29.516	30.697	30.997	31.097	31.197	31.297
			9/29/03	26.239	27.290	28.382	29.517	30.697	31.925	32.225	32.325	32.425	32.525
			9/27/04	27.269	28.382	29.517	30.696	31.925	33.202	33.502	33.602	33.702	33.802
ECHOCARD TECHNOLOGIST IILA ONLY	30473	27	10/1/01	23.375	24.543	25.893	27.317	28.820	30.401	30.701	30.801	30.901	31.001
			6/10/01	24.778	26.016	27.447	28.956	30.549	32.225	32.525	32.625	32.725	32.825
			9/30/02	25.769	27.057	28.545	30.114	31.771	33.514	33.814	33.914	34.014	34.114
			9/29/03	26.800	28.139	29.687	31.319	33.042	34.855	35.155	35.255	35.355	35.455
			9/27/04	27.872	29.265	30.874	32.572	34.364	36.249	36.549	36.649	36.749	36.849
DIAG IMAG TECH - MRI	35932	26	10/1/01	22.960	24.109	25.436	26.836	28.312	29.868	30.168	30.268	30.368	30.468
			6/10/01	25.000	26.000	27.040	28.122	29.246	30.416	30.716	30.816	30.916	31.016
			9/30/02	26.000	27.040	28.122	29.247	30.416	31.633	31.933	32.033	32.133	32.233
			9/29/03	27.040	28.122	29.247	30.417	31.633	32.898	33.198	33.298	33.398	33.498
			9/27/04	28.122	29.247	30.417	31.634	32.898	34.214	34.514	34.614	34.714	34.814

**PATIENT CARE / TECHNICAL - COMMUNITY
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JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
NUCLEAR MEDICAL TECHNOLOGIST	36826	26	10/1/01	22.960	24.109	25.436	26.836	28.312	29.868	30.168	30.268	30.368	30.468
			6/10/01	25.888	26.923	28.000	29.120	30.285	31.498	31.798	31.898	31.998	32.098
			9/30/02	26.924	28.000	29.120	30.285	31.498	32.756	33.056	33.156	33.256	33.356
			9/29/03	28.001	29.120	30.285	31.498	32.756	34.066	34.366	34.466	34.566	34.666
			9/27/04	29.121	30.285	31.498	32.756	34.066	35.429	35.729	35.829	35.929	36.029
DIAG IMAG TECH - RADIOLOG III	35928	26	10/1/01	23.366	24.606	25.901	27.265	28.699	30.177	30.477	30.577	30.677	30.777
			6/10/01	25.934	26.971	28.050	29.172	30.339	31.550	31.850	31.950	32.050	32.150
			9/30/02	26.971	28.050	29.172	30.339	31.553	32.812	33.112	33.212	33.312	33.412
			9/29/03	28.050	29.172	30.339	31.553	32.815	34.124	34.424	34.524	34.624	34.724
			9/27/04	29.172	30.339	31.553	32.815	34.128	35.489	35.789	35.889	35.989	36.089
CARDIAC CATH RAD TECHNO-LA ONLY	35927	27	10/1/01	24.337	25.616	26.963	28.383	29.885	31.047	31.347	31.447	31.547	31.647
			6/10/01	26.998	28.078	29.201	30.369	31.584	32.847	33.147	33.247	33.347	33.447
			9/30/02	28.078	29.201	30.369	31.584	32.847	34.161	34.461	34.561	34.661	34.761
			9/29/03	29.201	30.369	31.584	32.847	34.161	35.527	35.827	35.927	36.027	36.127
			9/27/04	30.369	31.584	32.847	34.161	35.527	36.948	37.248	37.348	37.448	37.548
PERFUSIONIST II	36717	UG	10/1/01	35.302	37.207	39.158	41.266	44.349	47.447	47.747	47.847	47.947	48.047
			6/10/01	36.538	38.509	40.529	42.710	45.901	49.108	49.408	49.508	49.608	49.708
			9/30/02	38.000	40.049	42.150	44.418	47.737	51.072	51.372	51.472	51.572	51.672
			9/29/03	39.520	41.651	43.836	46.195	49.646	53.115	53.415	53.515	53.615	53.715
			9/27/04	41.101	43.317	45.589	48.043	51.632	55.240	55.540	55.640	55.740	55.840

**MARKET SENSITIVE PATIENT CARE / TECHNICAL - COMMUNITY
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS**

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
PERIPHERAL VASCULAR TECHNOLOGIST II	36835		10/1/01	25.650	26.930	28.413	29.977	31.627	33.366	33.666	33.766	33.866	33.966
			6/10/01	26.548	27.873	29.407	31.026	32.734	34.534	34.834	34.934	35.034	35.134
			9/30/02	27.610	28.988	30.583	32.287	34.043	35.915	36.215	36.315	36.415	36.515
			9/29/03	28.714	30.148	31.806	33.558	35.405	37.352	37.652	37.752	37.852	37.952
			9/27/04	29.863	31.354	33.078	34.900	36.821	38.846	39.146	39.246	39.346	39.446
NEURODIAGNOSTIC TECHNO I - LA Only	36821		10/1/01	25.992	27.292	28.792	30.375	32.047	33.808	34.108	34.208	34.308	34.408
			6/10/01	26.902	28.247	29.800	31.438	33.169	34.991	35.291	35.391	35.491	35.591
			9/30/02	27.978	29.377	30.992	32.696	34.496	36.391	36.691	36.791	36.891	36.991
			9/29/03	29.097	30.552	32.232	34.004	35.876	37.847	38.147	38.247	38.347	38.447
			9/27/04	30.261	31.774	33.521	35.364	37.311	39.361	39.661	39.761	39.861	39.961
DIAG IMAG TECH - SONOGRAPHER	36836		10/1/01	25.650	26.930	28.413	29.977	31.627	33.366	33.666	33.766	33.866	33.966
			6/10/01	27.737	28.848	30.000	31.200	32.448	33.748	34.046	34.146	34.246	34.346
			9/30/02	28.848	30.000	31.200	32.448	33.748	35.096	35.396	35.496	35.596	35.696
			9/29/03	30.000	31.200	32.448	33.746	35.096	36.500	36.800	36.900	37.000	37.100
			9/27/04	31.200	32.448	33.746	35.096	36.500	37.960	38.260	38.360	38.460	38.560
RADIATION THERAPY TECHNOLOGIST	36816		10/1/01	28.001	29.402	31.018	32.723	34.524	36.421	36.721	36.821	36.921	37.021
			6/10/01	28.981	30.431	32.104	33.868	35.732	37.696	37.996	38.096	38.196	38.296
			9/30/02	30.140	31.648	33.388	35.223	37.161	39.204	39.504	39.604	39.704	39.804
			9/29/03	31.346	32.914	34.724	36.632	38.647	40.772	41.072	41.172	41.272	41.372
			9/27/04	32.600	34.231	36.113	38.097	40.193	42.403	42.703	42.803	42.903	43.003
RADIATION PLANNING THERAPIST	36820		10/1/01	28.813	30.255	31.918	33.672	35.525	37.478	37.778	37.878	37.978	38.078
			6/10/01	29.821	31.314	33.035	34.851	36.768	38.790	39.090	39.190	39.290	39.390
			9/30/02	31.014	32.567	34.356	36.245	38.239	40.342	40.642	40.742	40.842	40.942
			9/29/03	32.255	33.870	35.730	37.695	39.769	41.956	42.256	42.356	42.456	42.556
			9/27/04	33.545	35.225	37.159	39.203	41.360	43.634	43.934	44.034	44.134	44.234
NEURODIAGNOSTIC TECHNO II - LA Only	36822		10/1/01	29.241	30.703	32.391	34.171	36.052	38.034	38.334	38.434	38.534	38.634
			6/10/01	30.264	31.778	33.525	35.367	37.314	39.365	39.665	39.765	39.865	39.965
			9/30/02	31.475	33.049	34.866	36.782	38.807	40.940	41.240	41.340	41.440	41.540
			9/29/03	32.734	34.371	36.261	38.253	40.359	42.578	42.878	42.978	43.078	43.178
			9/27/04	34.043	35.746	37.711	39.783	41.973	44.281	44.581	44.681	44.781	44.881

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MAIL CLERK	40183	10/1/01	--	--	--	--	--	--	--	--	--	--
		9/30/02	11.543	12.122	12.788	13.490	14.232	15.016	15.316	15.416	15.516	15.616
		9/29/03	12.005	12.607	13.300	14.030	14.801	15.617	15.917	16.017	16.117	16.217
		9/27/04	12.485	13.111	13.831	14.592	15.392	16.242	16.542	16.642	16.742	16.842
CYCLE COUNTER	40194	10/1/01	--	--	--	--	--	--	--	--	--	--
KITCHEN WORKER	40195	9/30/02	11.308	11.874	12.469	12.914	14.017	14.352	14.652	14.752	14.852	14.952
LINEN ROOM ATTENDANT	40196	9/29/03	11.760	12.349	12.968	13.430	14.578	14.926	15.226	15.326	15.426	15.526
PARKING LOT ATTENDANT	40197	9/27/04	12.230	12.844	13.487	13.968	15.161	15.523	15.823	15.923	16.023	16.123
COURIER	40198	10/1/01	--	--	--	--	--	--	--	--	--	--
MEDICAL CENTER MESSENGER	40199	9/30/02	12.994	13.643	14.395	15.186	16.020	16.903	17.203	17.303	17.403	17.503
REGIONAL COURIER	40200	9/29/03	13.513	14.189	14.971	15.793	16.661	17.579	17.879	17.979	18.079	18.179
STOREROOM WORKER/DRIVER	40201	9/27/04	14.053	14.756	15.570	16.424	17.327	18.262	18.582	18.682	18.782	18.882
PATIENT SERVICE DRIVER	40202	10/1/01	--	--	--	--	--	--	--	--	--	--
		9/30/02	14.434	15.155	15.991	16.868	17.795	18.775	19.075	19.175	19.275	19.375
		9/29/03	15.011	15.761	16.631	17.543	18.506	19.526	19.826	19.926	20.026	20.126
		9/27/04	15.611	16.391	17.296	18.245	19.247	20.308	20.608	20.708	20.808	20.908
HOUSEKEEPING ATTENDANT	40203	10/1/01	--	--	--	--	--	--	--	--	--	--
PRESCHOOL NUTRITION WORKER	40204	9/30/02	11.492	12.066	12.731	13.429	14.168	14.947	15.247	15.347	15.447	15.547
STOREROOM WORKER	40205	9/29/03	11.852	12.548	13.240	13.967	14.735	15.545	15.845	15.945	16.045	16.145
		9/27/04	12.430	13.050	13.769	14.526	15.324	16.166	16.466	16.566	16.666	16.766
GRILL COOK	40206	10/1/01	--	--	--	--	--	--	--	--	--	--
STOREROOM WORKER (OFF-SITE)	40207	9/30/02	12.511	13.138	13.860	14.623	15.425	16.274	16.574	16.674	16.774	16.874
SERVICE PARTNER-BELL	40208	9/29/03	13.012	13.663	14.414	15.208	16.042	16.925	17.225	17.325	17.425	17.525
		9/27/04	13.532	14.209	14.990	15.818	16.684	17.602	17.902	18.002	18.102	18.202

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SHIPPING AND RECEIVING CLERK	40208	10/1/01	--	--	--	--	--	--	--	--	--	--
		9/30/02	13.379	14.046	14.818	15.634	16.493	17.400	17.700	17.800	17.900	18.000
		9/29/03	13.914	14.608	15.410	16.259	17.153	18.098	18.396	18.496	18.596	18.696
		9/27/04	14.471	15.192	16.027	16.909	17.839	18.820	19.120	19.220	19.320	19.420
CENTRAL PHARM EXPEDITOR	40210	10/1/01	--	--	--	--	--	--	--	--	--	--
CEN PHAR WAREHOUSE WKR	40211	9/30/02	15.238	15.997	16.877	17.807	18.787	19.818	20.118	20.218	20.318	20.418
DRUG DIST/RECEIVING CLERK	40212	9/29/03	15.847	16.637	17.552	18.520	19.538	20.611	20.911	21.011	21.111	21.211
FORK LIFT OPERATOR	40213	9/27/04	16.481	17.303	18.254	19.260	20.320	21.436	21.736	21.836	21.936	22.036
MEDICAL ELECTRONICS	40214											
WAREHOUSE/INSTR RPR	40215											
FIRST COOK	40216	10/1/01	--	--	--	--	--	--	--	--	--	--
		9/30/02	14.111	14.816	15.631	16.492	17.399	18.356	18.656	18.756	18.856	18.956
		9/29/03	14.675	15.409	16.256	17.152	18.095	19.091	19.391	19.491	19.591	19.691
		9/27/04	15.262	16.026	16.907	17.838	18.818	19.854	20.154	20.254	20.354	20.454
DRUG DISTR WAREHOUSE WKR	40217	10/1/01	--	--	--	--	--	--	--	--	--	--
		9/30/02	14.634	15.365	16.210	17.100	18.021	18.976	19.076	19.176	19.276	19.376
		9/29/03	15.220	15.979	16.858	17.764	18.701	19.664	19.764	19.864	19.964	20.064
		9/27/04	15.828	16.619	17.532	18.496	19.532	20.643	20.543	20.643	20.743	20.843
PHARMACY RETURNS WORKER	40218	10/1/01	--	--	--	--	--	--	--	--	--	--
		9/30/02	14.388	15.109	15.938	16.817	17.742	18.718	19.018	19.118	19.218	19.318
		9/29/03	14.964	15.714	16.576	17.490	18.451	19.466	19.766	19.866	19.966	20.066
		9/27/04	15.563	16.343	17.239	18.190	19.189	20.245	20.545	20.645	20.745	20.845
BOB TAIL TRUCK DRIVER	40219	10/1/01	--	--	--	--	--	--	--	--	--	--
		9/30/02	16.228	17.040	17.977	18.968	20.010	21.112	21.412	21.512	21.612	21.712
		9/29/03	16.877	17.722	18.696	19.727	20.810	21.956	22.256	22.356	22.456	22.556
		9/27/04	17.552	18.431	19.444	20.516	21.643	22.835	23.135	23.235	23.335	23.435

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OPTICAL AIDE	30560	21	10/1/01	—	—	—	—	—	—	—	—	—	—
			9/30/02	13.027	13.674	14.357	15.163	15.628	15.708	16.008	16.108	16.208	16.308
			9/29/03	13.548	14.221	14.932	15.769	16.253	16.337	16.637	16.837	16.937	16.937
			9/27/04	14.090	14.790	15.529	16.400	16.903	16.991	17.291	17.391	17.491	17.591
CLINIC AIDE	30561	21	10/1/01	—	—	—	—	—	—	—	—	—	—
NURSING AIDE	30562		9/30/02	11.540	12.116	12.511	13.733	14.029	15.200	15.500	15.600	15.700	15.800
PATIENT STAFF ASSISTANT	30563		9/29/03	12.002	12.601	13.012	14.282	14.591	15.809	16.109	16.209	16.309	16.409
TRANSPORTATION AIDE	30564		9/27/04	12.482	13.105	13.532	14.854	15.174	16.441	16.741	16.841	16.941	17.041
DARKROOM TECHNICIAN	30565	21	10/1/01	—	—	—	—	—	—	—	—	—	—
JUNIOR LAB ASSISTANT	30566		9/30/02	13.858	14.550	15.278	16.124	16.808	16.776	17.076	17.176	17.276	17.376
LAB AIDE	30567		9/29/03	14.412	15.132	15.889	16.769	17.273	17.447	17.747	17.847	17.947	18.047
MONITOR TECHNICIAN	30568		9/27/04	14.988	15.737	16.525	17.440	17.964	18.145	18.445	18.545	18.645	18.745
VISUAL FIELD TECHNICIAN	30569												
OPTICAL WORKER	30570	22	10/1/01	—	—	—	—	—	—	—	—	—	—
			9/30/02	13.691	14.383	15.102	15.970	16.471	16.858	17.158	17.258	17.358	17.458
			9/29/03	14.238	14.958	15.706	16.608	17.130	17.532	17.832	17.932	18.032	18.132
			9/27/04	14.808	15.557	16.334	17.273	17.815	18.233	18.533	18.633	18.733	18.833
G I ATTENDANT	30571	22	10/1/01	—	—	—	—	—	—	—	—	—	—
OPERATING ROOM ATTENDANT	30572		9/30/02	12.096	12.701	13.118	14.410	14.749	16.036	16.336	16.436	16.536	16.636
PHYSICAL THERAPY AIDE I	30573		9/29/03	12.580	13.208	13.643	14.986	15.340	16.678	16.978	17.078	17.178	17.278
			9/27/04	13.082	13.736	14.189	15.586	15.953	17.345	17.645	17.745	17.845	17.945

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LAB ASSISTANT I	30574	22	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	14.756	15.493	16.266	17.232	17.816	18.307	18.607	18.707	18.807	18.907
			9/29/03	15.347	16.112	16.916	17.921	18.529	19.039	19.339	19.439	19.539	19.639
			9/27/04	15.961	16.757	17.593	18.637	19.271	19.801	20.101	20.201	20.301	20.401
ANESTHESIA AIDE	30575	22	10/1/01	--	--	--	--	--	--	--	--	--	--
CENTRAL SUPPLY TECHNICIAN I	30576		9/30/02	14.122	14.826	15.644	16.505	17.413	18.371	18.671	18.771	18.871	18.971
HOUSE ORDERLY (LA)	30577		9/29/03	14.687	15.419	16.270	17.165	18.109	19.105	19.405	19.505	19.605	19.705
JR. ORTHO TECH	30578		9/27/04	15.275	16.036	16.920	17.851	18.834	19.870	20.170	20.270	20.370	20.470
RADIATION ONCOLOGY AIDE	30579												
RE-USE TECHNICIAN (LA)	30580												
RESPIRATORY CARE AIDE	30581												
CENTRAL SUPPLY TECHNICIAN II	30582		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	14.474	15.197	16.036	16.918	17.849	18.830	19.130	19.230	19.330	19.430
			9/29/03	15.053	15.805	16.678	17.594	18.563	19.584	19.884	19.984	20.084	20.184
			9/27/04	15.655	16.438	17.345	18.298	19.306	20.368	20.668	20.768	20.868	20.968
EKG TECHNICIAN I	30583	22	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	18.607	17.437	18.397	19.409	20.478	21.605	21.905	22.005	22.105	22.205
			9/29/03	17.272	18.134	19.133	20.185	21.298	22.469	22.769	22.869	22.969	23.069
			9/27/04	17.963	18.859	19.898	20.993	22.150	23.368	23.668	23.768	23.868	23.968
OPTICAL MECHANIC	30584	23	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	14.969	15.716	16.501	17.401	18.060	18.175	18.475	18.575	18.675	18.775
			9/29/03	15.568	16.345	17.161	18.097	18.782	18.902	19.202	19.302	19.402	19.502
			9/27/04	16.190	16.999	17.848	18.821	19.534	19.658	19.958	20.058	20.158	20.258

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NURSING ATTENDANT	30585	23	10/1/01	--	--	--	--	--	--	--	--	--	--
PHYSICAL THERAPY AIDE II	30586		9/30/02	12.780	13.420	13.865	15.287	15.673	17.041	17.341	17.441	17.541	17.641
			9/29/03	13.291	13.956	14.419	15.899	16.300	17.723	18.023	18.123	18.223	18.323
			9/27/04	13.823	14.514	14.996	16.535	16.951	18.432	18.732	18.832	18.932	19.032
AUTOPSY ASSISTANT	30587	23	10/1/01	--	--	--	--	--	--	--	--	--	--
CYTOPREP TECHNICIAN	30588		9/30/02	16.231	17.046	17.900	18.958	19.741	19.837	20.137	20.237	20.337	20.437
DIET TECH	30589		9/29/03	16.680	17.728	18.517	18.716	20.531	20.630	20.930	21.030	21.130	21.230
LAB ASSISTANT II	30590		9/27/04	17.558	18.437	19.362	20.504	21.352	21.456	21.756	21.856	21.956	22.056
LAB ASSISTANT II HISTOLOGY	30591												
LAB/EKG TECH	30592												
LIFT TECHNICIAN	30593												
OPERATING ROOM TECH ASST	30594												
OPTOMETRIC TECHNICIAN	30595												
PHLEBOTOMIST	30596												
PT CARE & TECH PTNR-BELL	30597												
RADIOLOGY ASSISTANT	30598												
VECTORCARDIOGRAM TECHNICIAN	30599												
RAD PROCEDURE SERVICE TECHNICIAN	30600		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	16.718	17.558	18.437	19.526	20.334	20.432	20.732	20.832	20.932	21.032
			9/29/03	17.387	18.260	19.175	20.308	21.148	21.250	21.550	21.650	21.750	21.850
			9/27/04	18.083	18.991	19.942	21.120	21.994	22.099	22.399	22.499	22.599	22.699
EKG TECHNICIAN II	30601	23	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	17.999	18.899	19.938	21.034	22.192	23.412	23.712	23.812	23.912	24.012
			9/29/03	18.719	19.655	20.736	21.875	23.080	24.348	24.648	24.748	24.848	24.948
			9/27/04	19.468	20.441	21.565	22.750	24.002	25.322	25.622	25.722	25.822	25.922
OPTICAL DISPENSER	30602	24	10/1/01	--	--	--	--	--	--	--	--	--	--
CONTACT LENS DISPENSER	30603		9/30/02	17.881	18.847	19.788	21.097	22.486	23.842	24.142	24.242	24.342	24.442
OPTICAL TECHNICIAN	30604		9/29/03	18.575	19.601	20.580	21.941	23.365	24.796	25.096	25.196	25.296	25.396
TISSUE TECHNICIAN	30605		9/27/04	19.318	20.384	21.403	22.818	24.300	25.788	26.088	26.188	26.288	26.388

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EMERGENCY ROOM ASSISTANT	30606	24	10/1/01	--	--	--	--	--	--	--	--	--	--
HOME HEALTH AIDE	30607		9/30/02	14.905	16.652	16.511	17.419	18.379	19.392	19.692	19.792	19.892	19.992
MULTIPHASIC HEALTH ASSISTANT	30608		9/29/03	15.502	16.278	17.171	18.116	19.115	20.167	20.467	20.567	20.667	20.767
OPTOMETRIC ASSISTANT	30609		9/27/04	16.122	16.930	17.857	18.841	19.879	20.974	21.274	21.374	21.474	21.574
BRONCH CLINIC ASSISTANT	30610		10/1/01	--	--	--	--	--	--	--	--	--	--
CLINIC ASSISTANT	30611		9/30/02	15.136	15.893	16.766	17.689	18.664	19.691	19.991	20.091	20.191	20.291
SURGICAL CLINICAL ASSISTANT	30612		9/29/03	15.742	16.529	17.437	18.397	19.410	20.478	20.778	20.878	20.978	21.078
			9/27/04	16.372	17.190	18.134	19.133	20.186	21.298	21.598	21.698	21.798	21.898
MEDICAL ASSISTANT	30613		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	15.211	15.972	16.849	17.777	18.756	19.788	20.088	20.188	20.288	20.388
			9/29/03	15.820	16.610	17.524	18.488	19.506	20.580	20.880	20.980	21.080	21.180
			9/27/04	16.452	17.275	18.224	19.228	20.286	21.403	21.703	21.803	21.903	22.003
OPHTHALMOLOGY TECHNICIAN	30614	24	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	17.387	18.257	19.261	20.318	21.437	22.616	22.916	23.016	23.116	23.216
			9/29/03	18.083	18.988	20.032	21.131	22.295	23.521	23.821	23.921	24.021	24.121
			9/27/04	18.806	19.747	20.833	21.976	23.186	24.462	24.762	24.862	24.962	25.062
ANESTHESIA TECH	30615	24	10/1/01	--	--	--	--	--	--	--	--	--	--
AUTOPSY TECHNICIAN (LA)	30616		9/30/02	19.740	20.728	21.868	23.070	24.338	25.676	25.976	26.076	26.176	26.276
AUTOPSY/TISSUE ASSISTANT	30617		9/29/03	20.530	21.557	22.742	23.993	25.312	26.704	27.004	27.104	27.204	27.304
EEG TECHNICIAN	30618		9/27/04	21.350	22.420	23.652	24.953	26.324	27.772	28.072	28.172	28.272	28.372
HEALTH EVALUATION ASSISTANT	30619												
HEMODIALYSIS TECHNICIAN	30620												
LAB ASST AUTOM SPEC (REG ONLY)	30621												
LAB ASSISTANT III	30622												
ORTHOPEDIC TECHNICIAN I	30623												
PACEMAKER TECHNICIAN	30624												
PODIATRY TECHNICIAN	30625												

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HISTOLOGY TECHNOLOGIST - HT (ASCF)	30626	24	10/1/01	--	--	--	--	--	--	--	--	--	--
HISTOLOGY TECHNOLOGIST	30627		9/30/02	23.020	24.170	25.500	26.902	28.382	29.946	30.246	30.346	30.446	30.546
			9/29/03	23.940	25.138	26.520	27.978	29.518	31.144	31.444	31.544	31.644	31.744
			9/27/04	24.898	26.143	27.581	29.098	30.698	32.389	32.689	32.789	32.889	32.989
CONTACT LENS FITTER	30628	25	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	19.892	20.822	21.896	23.029	24.223	25.484	25.764	25.864	25.984	26.084
			9/29/03	20.688	21.655	22.772	23.951	25.192	26.503	26.803	26.903	27.003	27.103
			9/27/04	21.516	22.522	23.683	24.908	26.200	27.563	27.863	27.963	28.063	28.163
SURGICAL TECHNOLOGIST I	30629	25	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	18.594	19.525	20.598	21.732	22.926	24.186	24.486	24.586	24.686	24.786
			9/29/03	19.338	20.306	21.422	22.601	23.843	25.153	25.453	25.553	25.653	25.753
			9/27/04	20.112	21.119	22.279	23.504	24.797	26.159	26.459	26.559	26.659	26.759
GI TECHNOLOGIST I	30630	25	10/1/01	--	--	--	--	--	--	--	--	--	--
LVN I	30631		9/30/02	18.476	19.400	20.468	21.592	22.781	24.034	24.334	24.434	24.534	24.634
UROLOGY TECHNOLOGIST I	30632		9/29/03	19.216	20.177	21.287	22.456	23.692	24.995	25.295	25.395	25.495	25.595
			9/27/04	19.985	20.984	22.139	23.354	24.640	25.994	26.294	26.394	26.494	26.594
SURGICAL TECHNOLOGIST II	30633		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	19.058	20.012	21.114	22.274	23.498	24.792	25.092	25.192	25.292	25.392
			9/29/03	19.820	20.813	21.959	23.165	24.438	25.783	26.083	26.183	26.283	26.383
			9/27/04	20.614	21.646	22.837	24.091	25.416	26.814	27.114	27.214	27.314	27.414
ELECTRON MICROSCOPY TECHNOLOGIST	30634	25	10/1/01	--	--	--	--	--	--	--	--	--	--
POLYSOMNOGRAPHY TECHNOLOGIST	30635		9/30/02	21.092	22.147	23.364	24.650	26.006	27.437	27.737	27.837	27.937	28.037
			9/29/03	21.936	23.033	24.299	25.637	27.047	28.535	28.835	28.935	29.035	29.135
			9/27/04	22.813	23.954	25.271	26.663	28.129	29.676	29.976	30.076	30.176	30.276

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SOLUTIONS TECHNICIAN	30636		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	21.725	22.811	24.065	25.391	26.786	28.260	28.660	28.660	28.760	28.860
			9/29/03	22.594	23.723	25.027	26.406	27.858	29.390	29.690	29.790	29.890	29.990
			9/27/04	23.497	24.672	26.028	27.462	28.973	30.566	30.866	30.966	31.066	31.166
CARDIAC SURGERY TECHNOLOGIST	30637	25	10/1/01	--	--	--	--	--	--	--	--	--	--
PSYCH SUPPORT TECHNOLOGIST	30638		9/30/02	23.011	24.162	25.490	26.891	28.370	29.929	30.229	30.329	30.429	30.529
			9/29/03	23.932	25.128	26.510	27.966	29.506	31.127	31.427	31.527	31.627	31.727
			9/27/04	24.889	26.134	27.571	29.084	30.686	32.372	32.672	32.772	32.872	32.972
OPHTHALMIC PHOTOGRAPHER	30639	26	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	18.653	19.572	20.651	21.785	22.984	24.248	24.548	24.648	24.748	24.848
			9/29/03	19.399	20.354	21.478	22.656	23.903	25.218	25.518	25.618	25.718	25.818
			9/27/04	20.176	21.168	22.336	23.562	24.859	26.227	26.527	26.627	26.727	26.827
EMERGENCY SERVICES TECHNICIAN	30640	26	10/1/01	--	--	--	--	--	--	--	--	--	--
G I TECHNOLOGIST II	30641		9/30/02	19.051	20.003	21.102	22.264	23.488	24.779	25.079	25.179	25.279	25.379
LICENSED PSYCH TECHNOLOGIST	30642		9/29/03	19.813	20.803	21.946	23.154	24.427	25.770	26.070	26.170	26.270	26.370
UROLOGY TECHNOLOGIST II	30643		9/27/04	20.605	21.635	22.824	24.080	25.404	26.801	27.101	27.201	27.301	27.401
LVN II	30644		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	18.714	19.649	20.730	21.868	23.074	24.341	24.641	24.741	24.841	24.941
			9/29/03	19.483	20.435	21.559	22.742	23.996	25.314	25.614	25.714	25.814	25.914
			9/27/04	20.242	21.252	22.422	23.652	24.956	26.327	26.627	26.727	26.827	26.927
LVN III	30645		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	19.432	20.404	21.524	22.709	23.957	25.274	25.574	25.674	25.774	25.874
			9/29/03	20.209	21.220	22.385	23.617	24.916	26.285	26.585	26.685	26.785	26.885
			9/27/04	21.018	22.068	23.280	24.562	25.913	27.336	27.636	27.736	27.836	27.936

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LICENSED PHYSICAL THERAPY ASST	30646	26	10/1/01	—	—	—	—	—	—	—	—	—	—
SPEECH PATHOLOGIST ASSISTANT	30647		9/30/02	21.972	23.070	24.340	25.878	27.091	28.582	28.882	28.962	29.082	29.182
			9/29/03	22.850	23.993	25.313	26.705	28.175	29.725	30.025	30.125	30.225	30.325
			9/27/04	23.765	24.953	26.326	27.773	29.302	30.914	31.214	31.314	31.414	31.514
RESPIRATORY CARE PRACTITIONER I	30648	26	10/1/01	—	—	—	—	—	—	—	—	—	—
			9/30/02	24.365	25.522	26.856	28.266	29.750	31.319	31.619	31.719	31.819	31.919
			9/29/03	25.339	26.543	27.930	29.396	30.941	32.572	32.872	32.972	33.072	33.172
			9/27/04	26.353	27.605	29.047	30.572	32.178	33.875	34.175	34.275	34.375	34.475
RESPIRATORY CARE PRACTITIONER II	30649	26	10/1/01	—	—	—	—	—	—	—	—	—	—
			9/30/02	24.646	25.814	27.164	28.590	30.091	31.679	31.979	32.079	32.179	32.279
			9/29/03	25.632	26.848	28.250	29.734	31.285	32.946	33.246	33.346	33.446	33.546
			9/27/04	26.657	27.920	29.381	30.923	32.548	34.264	34.564	34.664	34.764	34.864
RESPIRATORY CARE PRACTITIONER III	30650		10/1/01	—	—	—	—	—	—	—	—	—	—
			9/30/02	24.889	26.071	27.433	28.873	30.390	31.991	32.291	32.391	32.491	32.591
			9/29/03	25.885	27.114	28.530	30.028	31.606	33.270	33.570	33.670	33.770	33.870
			9/27/04	26.921	28.189	29.671	31.229	32.870	34.601	34.901	35.001	35.101	35.201
CYTOGENETIC TECHNOLOGIST	30651	26	10/1/01	—	—	—	—	—	—	—	—	—	—
			9/30/02	32.170	33.780	35.638	37.597	39.665	41.848	42.148	42.248	42.348	42.448
			9/29/03	33.458	35.131	37.063	39.101	41.251	43.522	43.822	43.922	44.022	44.122
			9/27/04	34.794	36.538	38.545	40.684	42.901	45.263	45.563	45.663	45.763	45.863
CERTIFIED OCCUP THERAPY ASSISTANT	30652	27	10/1/01	—	—	—	—	—	—	—	—	—	—
			9/30/02	21.810	22.902	24.161	25.490	26.892	28.370	28.670	28.770	28.870	28.970
			9/29/03	22.682	23.818	25.127	26.510	27.967	29.506	29.806	29.906	30.006	30.106
			9/27/04	23.590	24.770	26.132	27.571	29.086	30.686	30.986	31.086	31.186	31.286

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CERTIFIED OPHTHALMIC TECHNICIAN	30653	UG	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	19.891	20.886	22.034	23.246	24.526	25.873	26.173	26.273	26.373	26.473
			9/29/03	20.687	21.721	22.915	24.176	25.507	26.908	27.208	27.308	27.408	27.508
			9/27/04	21.515	22.590	23.832	25.144	26.527	27.984	28.284	28.384	28.484	28.584
OPHTHALMIC SURGICAL ASSISTANT	30854	UG	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	28.505	29.928	31.576	33.312	35.143	37.078	37.378	37.478	37.578	37.678
			9/29/03	29.645	31.126	32.839	34.644	36.548	38.561	38.861	38.961	39.061	39.161
			9/27/04	30.830	32.371	34.153	36.030	38.010	40.103	40.403	40.503	40.603	40.703
G I TECHNOLOGIST III (HC ONLY)	30655	25	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	23.400	24.589	25.921	27.344	28.850	30.437	30.737	30.837	30.937	31.037
			9/29/03	24.336	25.552	26.958	28.438	30.005	31.655	31.955	32.055	32.155	32.255
			9/27/04	25.309	26.574	28.037	29.575	31.205	32.921	33.221	33.321	33.421	33.521
ORTHOPEDIC TECHNOLOGIST II	30656	25	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	24.188	25.399	26.796	28.268	29.825	31.463	31.763	31.863	31.963	32.063
			9/29/03	25.156	26.416	27.868	29.399	31.018	32.722	33.022	33.122	33.222	33.322
			9/27/04	26.162	27.473	28.982	30.575	32.258	34.031	34.331	34.431	34.531	34.631

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APPOINTMENT DATA CLERK	20706	11	10/1/01	—	—	—	—	—	—	—	—	—	—
CHART ROOM CLERK	20707		9/30/02	13.296	13.961	14.729	15.538	16.393	17.296	17.596	17.696	17.796	17.896
CONF ROOM SCHEDULER (LA ONLY)	20708		9/29/03	13.828	14.519	15.318	16.159	17.048	17.988	18.288	18.388	18.488	18.588
CONTROL CLERK 1	20709		9/27/04	14.381	15.100	15.931	16.806	17.730	18.708	19.008	19.108	19.208	19.308
DOCUMENT CLERK	20710												
ENTRY CLERK	20711												
FILE CLERK	20712												
HOME HEALTH CLERK I	20713												
JUNIOR CLERK TYPIST	20714												
MEMBERSHIP ACCOUNTING SUP CLERK	20715												
RECORDS CLERK I	20716												
X-RAY FILE CLERK	20717												
X-RAY FILE CLERK/COURIER	20718												

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ACCOUNTS PAYABLE CLERK	20719	12	10/1/01	--	--	--	--	--	--	--	--	--	--
ACCOUNTS RECEIVABLE SUPPORT CLERK	20720		9/30/02	13.883	14.576	15.378	16.225	17.116	18.056	18.356	18.456	18.556	18.656
APPOINTMENT DATA CLERK II	20721		8/29/03	14.438	15.160	15.994	16.874	17.801	18.779	19.079	19.179	19.279	19.379
BIRTH CERTIFICATE CLERK	20722		9/27/04	15.016	15.766	16.633	17.549	18.512	19.530	19.830	19.930	20.030	20.130
BLOOD DONOR RECRUITING CLERK	20723												
CASHIER	20724												
CLERK TYPIST	20725												
CLINIC CLERK I	20726												
COMMUNICATIONS OPERATOR	20727												
CONTACT LENS CLERK	20728												
CONTROL CLERK II	20729												
CPR CONTROL CLERK	20730												
CREDIT COLLECTIONS CLERK	20731												
DATA ENTRY CLERK	20732												
DATA IMAGE CLERK	20733												
DIET CLERK	20734												
DIETARY CASHIER	20735												
DISTRIBUTION CONTROL CLERK	20736												
DOCUMENT PREP ASSISTANT	20737												
ELIGIBILITY CLERK I	20738												
EMERGENCY ROOM CLERK	20739												
ENGINEERING CLERK	20740												
GENERAL CLERK	20741												
HOME HEALTH CLERK II	20742												
INFORMATION CLERK II	20743												
INSURANCE RECEPTIONIST	20744												
INTER DIRECT PAY CLERK	20745												
LAB CLERK	20746												
LIFE INSURANCE PROCESSOR	20747												
MEDICAL LIBRARY CLERK	20748												
MEDICARE CLERK	20749												
PURCHASING CLERK	20750												
RECEPTIONIST I	20751												
RECORDS CLERK II	20752												
REPROGRAPHICS CLERK	20753												
STOREROOM CLERK	20754												
SUPPORT CLERK	20755												
TRANS ORDERLY/DISPATCHER	20756												

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DATA ENTRY OPERATOR	20757	12	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	14.592	15.322	16.163	17.053	17.989	18.979	19.279	19.379	19.479	19.579
			9/29/03	15.175	15.935	16.810	17.735	18.709	19.739	20.039	20.139	20.239	20.339
			9/27/04	15.782	16.572	17.482	18.444	19.458	20.528	20.828	20.928	21.028	21.128
WORD PROCESSING OPERATOR I	20758	12	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	16.898	17.742	18.718	19.746	20.832	21.977	22.277	22.377	22.477	22.577
			9/29/03	17.574	18.451	19.468	20.536	21.665	22.856	23.156	23.256	23.356	23.456
			9/27/04	18.277	19.189	20.245	21.358	22.531	23.771	24.071	24.171	24.271	24.371
ACCOUNT RECONCILIATION CLERK	20759	13	10/1/01	--	--	--	--	--	--	--	--	--	--
AP LIAISON CLERK	20760		9/30/02	14.494	15.218	16.056	16.938	17.872	18.853	19.153	19.253	19.353	19.453
BACK-UP CLERK	20761		9/29/03	15.073	15.827	16.698	17.616	18.587	19.607	19.907	20.007	20.107	20.207
BLOOD DONOR RECORDS CLERK II	20762		9/27/04	15.676	16.460	17.366	18.320	19.331	20.392	20.692	20.792	20.892	20.992
BUSINESS OFFICE CLERK II	20763												
CASE CORRESPONDENCE CLERK	20764												
CASHIER RECEPTIONIST	20765												
CLAIMS PROCESSOR	20766												
CLERK STENOGRAPHER	20767												
CLINIC CLERK II	20768												
COLLECTION SUPPORT REP	20769												
COMMUNICATIONS SERVICES COORD	20770												
CONSTRUCTION LIAISON CLERK	20771												
CUSTOMER SERVICE PHONE REP	20772												
DRUG PURCHASING CLERK	20773												
EDUCATION/RESEARCH CLERK II	20774												
GROUP ACCOUNTS CLERK I	20775												
INFORMATION CENTER CLERK	20776												
INTERMEDIATE CLERK	20777												
INTERMEDIATE CLERK TYPIST	20778												
LEGAL SUPPORT COORD	20779												
LIBRARY TECHNICIAN	20780												
MAGNETIC TAPE LIBRARIAN	20781												
MEDICAL REQUEST CLERK	20782												
OPT PHOTO/CASHIER RECEPTIONIST	20783												
OPTICAL CASHIER	20784												
OPTICAL CUSTOMER HOST	20785												
PERIPHERAL CONTROL COORDINATOR	20786												
RECEPTIONIST II	20787												
REVENUE SUPPORT CLERK	20788												
STATISTICAL CLERK TYPIST	20789												
SUBPOENA CLERK	20790												
APPOINTMENT CLERK	20791		10/1/01	--	--	--	--	--	--	--	--	--	--
DEPARTMENT SECRETARY	20792		9/30/02	14.783	15.523	16.376	17.276	18.228	19.230	19.530	19.630	19.730	19.830
INSURANCE CLERK I	20793		9/29/03	15.374	16.144	17.032	17.968	18.958	19.999	20.299	20.399	20.499	20.599
			9/27/04	15.989	16.789	17.713	18.686	19.716	20.800	21.100	21.200	21.300	21.400

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ASSOC COMPUTER OPERATOR-OC ONLY	20794	13	10/1/01	--	--	--	--	--	--	--	--	--	--
JUNIOR COMPUTER OPERATOR	20795		9/30/02	17.138	17.996	18.596	20.238	20.716	21.959	22.259	22.359	22.459	22.559
			9/29/03	17.824	18.716	19.340	21.048	21.545	22.837	23.137	23.237	23.337	23.437
			9/27/04	18.536	19.465	20.114	21.890	22.406	23.750	24.050	24.150	24.250	24.350
ADMITTING CLERK	20796	13	10/1/01	--	--	--	--	--	--	--	--	--	--
ADVANCED CLERK	20797		9/30/02	14.638	15.370	16.217	17.106	18.047	19.040	19.340	19.440	19.540	19.640
ART PRODUCTION ASSISTANT	20798		9/29/03	15.223	15.984	16.866	17.790	18.769	19.802	20.102	20.202	20.302	20.402
HOME HEALTH CLERK III	20799		9/27/04	15.832	16.624	17.540	18.502	19.520	20.594	20.894	20.994	21.094	21.194
OUTSIDE REFERRAL CLERK	20800												
SICKLE CELL CLERK	20801												
STATISTICAL CLERK I	20802												
UTILIZATION REVIEW CLERK	20803												
WARD CLERK	20804												
DISABILITY CLAIMS PROCESSOR	20805		10/1/01	--	--	--	--	--	--	--	--	--	--
INSURANCE CLERK II	20806		9/30/02	14.928	15.674	16.540	17.447	18.407	19.420	19.720	19.820	19.920	20.020
MEDICAL CORRESPONDENCE CLERK	20807		9/29/03	15.526	16.301	17.201	18.145	19.144	20.196	20.496	20.596	20.696	20.796
			9/27/04	16.147	16.952	17.888	18.871	19.909	21.004	21.304	21.404	21.504	21.604
CLAIMS ADJUSTER	20808	13	10/1/01	--	--	--	--	--	--	--	--	--	--
MEDICAL TRANSCRIBER	20809		9/30/02	19.440	20.413	21.536	22.720	23.970	25.286	25.586	25.686	25.786	25.886
MEDICAL X-RAY TRANSCRIBER	20810		9/29/03	20.218	21.229	22.398	23.628	24.929	26.298	26.598	26.698	26.798	26.898
WORD PROCESSING OPERATOR II	20811		9/27/04	21.026	22.079	23.294	24.574	25.926	27.350	27.650	27.750	27.850	27.950

**PROCESSING/COMPUTER OPERATIONS
ACP 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
ACCOUNTS RECEIVABLE CLERK	20812	14	10/1/01	--	--	--	--	--	--	--	--	--	--
BUSINESS OFFICE CLERK III	20813		9/30/02	14.934	15.682	16.542	17.452	18.412	19.426	19.726	19.826	19.926	20.026
BUSINESS SVCS REP	20814		9/29/03	15.532	16.309	17.203	18.150	19.148	20.203	20.503	20.603	20.703	20.803
CLAIMS EXAMINER I	20815		9/27/04	16.153	16.962	17.891	18.876	19.914	21.011	21.311	21.411	21.511	21.611
COMPUTER OPERATOR	20816												
COMPUTER SYSTEMS COORDINATOR	20817												
CUSTOMER SERVICE REPRESENTATIVE	20818												
EDUCATION/RESEARCH CLERK III	20819												
ELIGIBILITY CLERK II	20820												
GROUP REVIEWER	20821												
INSURANCE COORDINATOR	20822												
MEMBERSHIP SERVICES CLERK II	20823												
PATIENT SERVICES REP (MHC)	20824												
RECORDS CLERK III	20825												
REMOTE TERMINAL OPERATOR	20826												
SENIOR CLERK	20827												
SENIOR HEMODIALYSIS CLK	20828												
PHYSICIAN SCHEDULING CLERK	20829		10/1/01	--	--	--	--	--	--	--	--	--	--
SURGERY SCHEDULING CLERK	20830		9/30/02	15.262	16.026	16.907	17.837	18.817	19.852	20.152	20.252	20.352	20.452
			9/29/03	15.872	16.667	17.584	18.551	19.570	20.646	20.946	21.046	21.146	21.246
			9/27/04	16.507	17.334	18.287	19.292	20.352	21.472	21.772	21.872	21.972	22.072
ASSISTANT COLLECTOR	20831		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	15.382	16.152	17.039	17.976	18.965	20.008	20.308	20.408	20.508	20.608
			9/29/03	15.997	16.798	17.720	18.695	19.723	20.808	21.108	21.208	21.308	21.408
			9/27/04	16.637	17.470	18.430	19.442	20.512	21.641	21.941	22.041	22.141	22.241
PROCESSING PARTNER-BELL	20832	14	10/1/01	--	--	--	--	--	--	--	--	--	--
WARD CLERK TRANSCRIBER	20833		9/30/02	15.902	16.698	17.616	18.583	19.606	20.684	20.984	21.084	21.184	21.284
			9/29/03	16.538	17.366	18.320	19.326	20.390	21.511	21.811	21.911	22.011	22.111
			9/27/04	17.200	18.061	19.054	20.099	21.206	22.372	22.672	22.772	22.872	22.972
FINANCIAL COUNSELOR	20834	14	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	16.111	16.913	17.845	18.827	19.862	20.954	21.254	21.354	21.454	21.554
			9/29/03	16.756	17.590	18.559	19.580	20.657	21.792	22.092	22.192	22.292	22.392
			9/27/04	17.426	18.293	19.302	20.364	21.484	22.663	22.963	23.063	23.163	23.263

**PROCESSING/COMPUTER OPERATIONS
ACP 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
AUDIO VISUAL TECHNICIAN	20835	14	10/1/01	--	--	--	--	--	--	--	--	--	--
CASE COORD ADVOCATE	20836		9/30/02	16.358	17.178	18.121	19.118	20.170	21.280	21.580	21.680	21.780	21.880
CLAIMS EXAMINER II	20837		9/29/03	17.012	17.866	18.846	19.883	20.976	22.130	22.430	22.530	22.630	22.730
CLERK	20838		9/27/04	17.693	18.581	19.600	20.678	21.815	23.016	23.316	23.416	23.516	23.616
CUSTOMER SERVICE ADVOCATE	20839												
EDUCATION/RESEARCH SECRETARY	20840												
GROUP ACCOUNTS CLERK II	20841												
MEDICAL AUDIT CLERK	20842												
MEDICAL EDUCATION SYMP ASSISTANT	20843												
MEDICAL SECRETARY	20844												
MEMBERSHP ACCOUNTING COORD	20845												
OPTICAL SCANNER OPERATOR	20846												
PSYCH SOCIAL CLERK	20847												
SENIOR CLERK (F)	20848												
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MEDIA TECHNICIAN (BF ONLY)	20849	14	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	17.521	18.397	19.408	20.476	21.602	22.788	23.088	23.188	23.288	23.388
			9/29/03	18.222	19.133	20.184	21.295	22.466	23.700	24.000	24.100	24.200	24.300
			9/27/04	18.950	19.898	20.992	22.147	23.365	24.648	24.948	25.048	25.148	25.248
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CANCER REG ABSTRACT CLERK	20850	14	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	21.077	22.129	23.345	24.630	25.985	27.414	27.714	27.814	27.914	28.014
			9/29/03	21.920	23.015	24.278	25.615	27.024	28.511	28.811	28.911	29.011	29.111
			9/27/04	22.798	23.935	25.249	26.640	28.105	29.651	29.951	30.051	30.151	30.251
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INDUSTRIAL BILLER	20851	15	10/1/01	--	--	--	--	--	--	--	--	--	--
INSURANCE BILLER	20852		9/30/02	17.299	18.163	19.164	20.218	21.331	22.504	22.804	22.904	23.004	23.104
REVENUE BILLER	20853		9/29/03	17.992	18.889	19.931	21.026	22.184	23.404	23.704	23.804	23.904	24.004
TPL BILLER	20854		9/27/04	18.712	19.645	20.728	21.868	23.071	24.340	24.640	24.740	24.840	24.940
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GROUP AUDIT SPECIALIST	20855	16	10/1/01	--	--	--	--	--	--	--	--	--	--
HEALTH AUDIT ANALYST	20856		9/30/02	22.508	23.635	24.937	26.604	27.754	29.689	29.989	30.089	30.189	30.289
			9/29/03	23.408	24.581	25.934	27.668	28.864	30.877	31.177	31.277	31.377	31.477
			9/27/04	24.344	25.564	26.971	28.775	30.018	32.112	32.412	32.512	32.612	32.712

PROCESSING/COMPUTER OPERATIONS
ACP 20% ADDITIONAL PAY, NO BENEFITS

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
TUMOR REGISTRAR	20857		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	23,184	24,343	25,685	27,402	28,885	30,580	30,880	30,980	31,080	31,180
			9/29/03	24,112	25,316	26,712	28,498	29,729	31,802	32,102	32,202	32,302	32,402
			9/27/04	25,078	26,329	27,780	29,638	30,918	33,074	33,374	33,474	33,574	33,674
INDUSTRIAL EOB PROCESSOR	20858	18	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	17,866	18,433	19,446	20,513	21,643	22,835	23,135	23,235	23,335	23,435
			9/29/03	18,373	19,170	20,224	21,334	22,508	23,748	24,048	24,148	24,248	24,348
			9/27/04	19,108	19,937	21,032	22,187	23,408	24,698	24,998	25,098	25,198	25,298
COLLECTOR II	20859		10/1/01	--	--	--	--	--	--	--	--	--	--
COMMERCIAL COLLECTOR	20860		9/30/02	18,197	18,986	20,029	21,128	22,291	23,520	23,820	23,920	24,020	24,120
CREDIT RESOLUTION PROCESSOR	20861		9/29/03	18,925	19,746	20,831	21,973	23,183	24,461	24,761	24,861	24,961	25,061
MEDICAL COLLECTOR	20862		9/27/04	19,882	20,536	21,664	22,852	24,110	25,439	25,739	25,839	25,939	26,039
MEDICARE COLLECTOR	20863												
PATIENT BILLING RESOLUTION REP	20864												
SELF-PAY COLLECTOR	20865												
THIRD PARTY LIABILITY COLLECTOR	20866												
WORKERS COMPENSATION COLLECTOR	20867												
RECORDS TECHNICIAN I	20868	18	10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	17,299	18,166	19,165	20,219	21,330	22,504	22,804	22,904	23,004	23,104
			9/29/03	17,992	18,893	19,932	21,028	22,183	23,404	23,704	23,804	23,904	24,004
			9/27/04	18,712	19,649	20,729	21,869	23,070	24,340	24,640	24,740	24,840	24,940
EVALUATION & MANAGEMENT CODER	20869		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	16,679	17,509	18,391	19,313	20,274	21,286	21,586	21,686	21,786	21,886
			9/29/03	17,346	18,210	19,127	20,086	21,085	22,138	22,438	22,538	22,638	22,738
			9/27/04	18,040	18,938	19,892	20,890	21,929	23,023	23,323	23,423	23,523	23,623
HEALTH INFORMATION CODER TRAINEE	20870		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	16,679									
			9/29/03	17,346									
			9/27/04	18,040									

**PROCESSING/COMPUTER OPERATIONS
ACP 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
INTERMEDIATE COMPUTER OPER-OC ONLY	20871		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	19.282	20.244	20.921	22.766	23.305	24.800	25.100	25.200	25.300	25.400
			9/29/03	20.053	21.054	21.757	23.677	24.238	25.793	26.093	26.193	26.293	26.393
			9/27/04	20.855	21.896	22.627	24.624	25.207	26.825	27.125	27.225	27.325	27.425
SENIOR COMPUTER OPER-OC ONLY	20872		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	21.691	22.775	23.536	25.613	26.219	27.791	28.091	28.191	28.291	28.391
			9/29/03	22.559	23.686	24.478	26.638	27.268	28.902	29.202	29.302	29.402	29.502
			9/27/04	23.461	24.634	25.457	27.703	28.358	30.058	30.358	30.458	30.558	30.658

MARKET SENSITIVE - PATIENT CARE / TECHNICAL
ACP 20% ADDITIONAL PAY, NO BENEFITS

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
CYTOTECHNOLOGIST	30657		10/1/01	-	-	-	-	-	-	-	-	-	-
			9/30/02	39.872	41.867	44.170	45.494	46.858	48.264	48.564	48.664	48.764	48.864
			9/29/03	41.467	43.542	45.936	47.314	48.732	50.195	50.495	50.595	50.695	50.795
			9/27/04	43.126	45.283	47.773	49.206	50.681	52.202	52.502	52.602	52.702	52.802
CYTOTECHNOLOGIST QUALITY CONTROL	30658		10/1/01	-	-	-	-	-	-	-	-	-	-
			9/30/02	41.866	43.960	46.375	47.768	49.201	50.676	50.976	51.076	51.176	51.276
			9/29/03	43.541	45.718	48.230	49.679	51.169	52.703	53.003	53.103	53.203	53.303
			9/27/04	45.282	47.546	50.160	51.666	53.216	54.811	55.111	55.211	55.311	55.411

MARKET SENSITIVE - PROCESSING & COMPUTER OPERATIONS
ACP 20% ADDITIONAL PAY, NO BENEFITS

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
HEALTH INFORMATION CODER I	20873		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	25.808	28.124	29.870	30.886	32.494	34.313	34.613	34.713	34.813	34.913
			9/29/03	27.881	29.249	30.857	32.122	33.793	35.686	35.986	36.086	36.186	36.286
			9/27/04	28.996	30.419	32.092	33.407	35.144	37.114	37.414	37.514	37.614	37.714
HEALTH INFORMATION CODER II	20874		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	30.383	31.874	33.626	35.004	36.827	38.887	39.187	39.287	39.387	39.487
			9/29/03	31.598	33.149	34.972	36.404	38.300	40.442	40.742	40.842	40.942	41.042
			9/27/04	32.862	34.475	36.371	37.860	39.833	42.060	42.360	42.460	42.560	42.660
HEALTH INFORMATION CODER III	20875		10/1/01	--	--	--	--	--	--	--	--	--	--
			9/30/02	32.662	34.262	36.149	37.628	39.588	41.804	42.104	42.204	42.304	42.404
			9/29/03	33.868	35.633	37.595	39.133	41.172	43.476	43.776	43.876	43.976	44.076
			9/27/04	35.327	37.058	39.098	40.698	42.818	45.215	45.515	45.615	45.715	45.815

PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
ACP 20% ADDITIONAL PAY, NO BENEFITS

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	STEP 6 6 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
DIAG IMAG TECH - RADIOLOGY I	30659		10/1/01	--	--	--	--	--	--	--	--	--	--	--
			6/10/02	21.124	22.180	23.400	24.685	26.046	27.478	27.778	27.878	27.978	28.078	
			9/30/02	21.969	23.067	24.336	25.672	27.088	28.577	28.877	28.977	29.077	29.177	
			9/29/03	22.848	23.990	25.309	26.699	28.172	29.720	30.020	30.120	30.220	30.320	
			9/27/04	23.762	24.950	26.321	27.767	29.299	30.909	31.209	31.309	31.409	31.509	
PERIPHERAL VASCULAR TECHNOLOGIST I PULMONARY FUNCTIONS TECHNOLOGIST	30660 30661		10/1/01	--	--	--	--	--	--	--	--	--	--	--
			6/10/02	22.900	24.047	25.368	26.761	28.235	29.785	30.085	30.185	30.285	30.385	
			9/30/02	23.816	25.009	26.383	27.831	29.364	30.976	31.276	31.376	31.476	31.576	
			9/29/03	24.769	26.009	27.438	28.944	30.539	32.215	32.515	32.615	32.715	32.815	
			9/27/04	25.760	27.049	28.536	30.102	31.761	33.504	33.804	33.904	34.004	34.104	
NEURODIAGNOSTIC TECHNOLOGIST	30662		10/1/01	--	--	--	--	--	--	--	--	--	--	--
			6/10/02	23.816	25.008	26.382	27.832	29.363	30.977	31.277	31.377	31.477	31.577	
			9/30/02	24.769	26.008	27.437	28.945	30.538	32.216	32.516	32.616	32.716	32.816	
			9/29/03	25.760	27.048	28.534	30.103	31.760	33.505	33.805	33.905	34.005	34.105	
			9/27/04	26.790	28.130	29.675	31.307	33.030	34.845	35.145	35.245	35.345	35.445	
DIAG IMAG TECH - RADIOLOGY II	30663		10/1/01	--	--	--	--	--	--	--	--	--	--	--
			6/10/02	25.518	26.538	27.600	28.704	29.852	31.046	31.346	31.446	31.546	31.646	
			9/30/02	26.539	27.600	28.704	29.852	31.046	32.288	32.588	32.688	32.788	32.888	
			9/29/03	27.601	28.704	29.852	31.046	32.288	33.580	33.880	33.980	34.080	34.180	
			9/27/04	28.705	29.852	31.046	32.288	33.580	34.923	35.223	35.323	35.423	35.523	
ECHOCARDIOGRAM TECHNOLOGIST I	30664		10/1/01	--	--	--	--	--	--	--	--	--	--	--
			6/10/02	27.029	28.380	29.939	31.588	33.325	35.155	35.455	35.555	35.655	35.755	
			9/30/02	28.110	29.515	31.137	32.852	34.658	36.561	36.861	36.961	37.061	37.161	
			9/29/03	29.234	30.698	32.382	34.166	36.044	38.023	38.323	38.423	38.523	38.623	
			9/27/04	30.403	31.924	33.677	35.533	37.486	39.544	39.844	39.944	40.044	40.144	
RADIOISOTOPE TECHNOLOGIST	30665		10/1/01	--	--	--	--	--	--	--	--	--	--	--
			6/10/02	27.482	28.858	30.444	32.118	33.884	35.748	36.048	36.148	36.248	36.348	
			9/30/02	28.581	30.012	31.662	33.403	35.239	37.178	37.478	37.578	37.678	37.778	
			9/29/03	29.724	31.212	32.928	34.739	36.649	38.665	38.965	39.065	39.165	39.265	
			9/27/04	30.913	32.460	34.245	36.129	38.115	40.212	40.512	40.612	40.712	40.812	

PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
ACP 20% ADDITIONAL PAY, NO BENEFITS

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
CARDIAC CATH TECHNOLOGIST	30666		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	27.487	28.860	30.448	32.122	33.892	35.752	36.052	36.152	36.252	36.352
			9/30/02	28.586	30.014	31.664	33.407	35.248	37.182	37.482	37.582	37.682	37.782
			9/29/03	29.729	31.215	32.931	34.743	36.658	38.669	38.969	39.069	39.169	39.269
			9/27/04	30.918	32.464	34.248	36.133	38.124	40.216	40.516	40.616	40.716	40.816
DIAG IMAG TECH - MAMMO I	30667		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	27.737	28.846	30.000	31.200	32.448	33.746	34.046	34.146	34.246	34.346
			9/30/02	28.846	30.000	31.200	32.448	33.746	35.096	35.396	35.496	35.596	35.696
			9/29/03	30.000	31.200	32.448	33.746	35.096	36.500	36.800	36.900	37.000	37.100
			9/27/04	31.200	32.448	33.746	35.096	36.500	37.960	38.260	38.360	38.460	38.560
PERFUSIONIST I	30668		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	28.367	29.784	31.424	33.151	34.975	36.900	37.200	37.300	37.400	37.500
			9/30/02	29.502	30.975	32.681	34.477	36.374	38.376	38.676	38.776	38.876	38.976
			9/29/03	30.682	32.214	33.988	35.856	37.829	39.911	40.211	40.311	40.411	40.511
			9/27/04	31.909	33.503	35.348	37.290	39.342	41.507	41.807	41.907	42.007	42.107
DIAG IMAG TECH - MAMMO II	30669		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	29.112	30.277	31.488	32.748	34.057	35.419	35.719	35.819	35.919	36.019
			9/30/02	30.276	31.488	32.748	34.058	35.419	36.836	37.136	37.236	37.336	37.436
			9/29/03	31.487	32.748	34.058	35.420	36.836	38.309	38.609	38.709	38.809	38.909
			9/27/04	32.746	34.058	35.420	36.837	38.309	39.841	40.141	40.241	40.341	40.441
ECHOCARD TECHNOLOGIST II-LA ONLY	30670		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	29.734	31.219	32.936	34.747	36.659	38.670	38.970	39.070	39.170	39.270
			9/30/02	30.923	32.468	34.253	36.137	38.125	40.217	40.517	40.617	40.717	40.817
			9/29/03	32.180	33.767	35.623	37.582	39.650	41.826	42.126	42.226	42.326	42.426
			9/27/04	33.446	35.118	37.048	39.085	41.238	43.499	43.799	43.899	43.999	44.099
DIAG IMAG TECH - MRI	30671		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	30.000	31.200	32.448	33.746	35.095	36.499	36.799	36.899	36.999	37.099
			9/30/02	31.200	32.448	33.746	35.096	36.499	37.959	38.259	38.359	38.459	38.559
			9/29/03	32.448	33.746	35.096	36.500	37.959	39.477	39.777	39.877	39.977	40.077
			9/27/04	33.746	35.096	36.500	37.960	39.477	41.056	41.356	41.456	41.556	41.656

PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
ACP 20% ADDITIONAL PAY, NO BENEFITS

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
NUCLEAR MEDICINE TECHNOLOGIST	30672		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	31.066	32.308	33.600	34.944	36.342	37.795	38.095	38.195	38.295	38.395
			9/30/02	32.309	33.600	34.944	36.342	37.796	39.307	39.607	39.707	39.807	39.907
			9/29/03	33.601	34.944	36.342	37.796	39.308	40.879	41.179	41.279	41.379	41.479
			9/27/04	34.945	36.342	37.796	39.308	40.880	42.514	42.814	42.914	43.014	43.114
DIAG IMAG TECH - RADIOLOGY III	30673		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	31.121	32.365	33.660	35.006	36.407	37.860	38.160	38.260	38.360	38.460
			9/30/02	32.366	33.660	35.006	36.406	37.863	39.374	39.674	39.774	39.874	39.974
			9/29/03	33.661	35.006	36.406	37.862	39.378	40.949	41.249	41.349	41.449	41.549
			9/27/04	35.007	36.406	37.862	39.376	40.953	42.587	42.887	42.987	43.087	43.187
CARDIAC CATH RAD TECHNO-LA ONLY	30674		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	32.398	33.694	35.041	36.443	37.901	39.416	39.716	39.816	39.916	40.016
			9/30/02	33.694	35.042	36.443	37.901	39.417	40.993	41.293	41.393	41.493	41.593
			9/29/03	35.042	36.444	37.901	39.417	40.994	42.633	42.933	43.033	43.133	43.233
			9/27/04	36.444	37.902	39.417	40.994	42.634	44.338	44.638	44.738	44.838	44.938
PERFUSIONIST II	30675		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	43.846	46.211	48.635	51.252	55.081	58.930	59.230	59.330	59.430	59.530
			9/30/02	45.600	48.059	50.580	53.302	57.284	61.287	61.587	61.687	61.787	61.887
			9/29/03	47.424	49.981	52.603	55.434	59.575	63.738	64.038	64.138	64.238	64.338
			9/27/04	49.321	51.980	54.707	57.651	61.958	66.288	66.588	66.688	66.788	66.888

MARKET SENSITIVE PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
ACP 20% ADDITIONAL PAY, NO BENEFITS

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
PERIPHERAL VASCULAR TECHNOLOGIST II	30676		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	31.858	33.448	35.288	37.231	39.281	41.441	41.741	41.841	41.941	42.041
			9/30/02	33.132	34.786	36.700	38.720	40.852	43.089	43.399	43.499	43.599	43.699
			9/29/03	34.457	36.177	38.168	40.269	42.486	44.823	45.123	45.223	45.323	45.423
			9/27/04	35.835	37.624	39.695	41.880	44.185	46.616	46.916	47.016	47.116	47.216
NEURODIAGNOSTIC TECHNO I - LA Only	30677		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	32.282	33.896	35.760	37.726	39.803	41.989	42.289	42.389	42.489	42.589
			9/30/02	33.573	35.252	37.190	39.235	41.395	43.669	43.969	44.069	44.169	44.269
			9/29/03	34.916	36.682	38.678	40.804	43.051	45.416	45.716	45.816	45.916	46.016
			9/27/04	36.313	38.128	40.225	42.436	44.773	47.233	47.533	47.633	47.733	47.833
DIAG IMAG TECH - SONOGRAPHER	30678		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	33.284	34.615	36.000	37.440	38.938	40.495	40.795	40.895	40.995	41.095
			9/30/02	34.615	36.000	37.440	38.938	40.496	42.115	42.415	42.515	42.615	42.715
			9/29/03	36.000	37.440	38.938	40.496	42.116	43.800	44.100	44.200	44.300	44.400
			9/27/04	37.440	38.938	40.496	42.116	43.801	45.552	45.852	45.952	46.052	46.152
RADIATION THERAPY TECHNOLOGIST	30679		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	34.777	36.517	38.525	40.642	42.878	45.235	45.535	45.635	45.735	45.835
			9/30/02	36.188	37.978	40.086	42.268	44.593	47.044	47.344	47.444	47.544	47.644
			9/29/03	37.615	39.497	41.669	43.959	46.377	48.926	49.226	49.326	49.426	49.526
			9/27/04	39.120	41.077	43.336	45.717	48.232	50.883	51.183	51.283	51.383	51.483
RADIATION PLANNING THERAPIST	30680		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	35.785	37.577	39.642	41.821	44.122	46.548	46.848	46.948	47.048	47.148
			9/30/02	37.216	39.080	41.228	43.494	45.887	48.410	48.710	48.810	48.910	49.010
			9/29/03	38.705	40.643	42.877	45.234	47.722	50.346	50.646	50.746	50.846	50.946
			9/27/04	40.253	42.269	44.592	47.043	49.631	52.360	52.660	52.760	52.860	52.960
NEURODIAGNOSTIC TECHNO II - LA Only	30681		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	36.317	38.134	40.230	42.440	44.777	47.238	47.538	47.638	47.738	47.838
			9/30/02	37.770	39.659	41.839	44.138	46.568	49.128	49.428	49.528	49.628	49.728
			9/29/03	39.281	41.245	43.513	45.904	48.431	51.093	51.393	51.493	51.593	51.693
			9/27/04	40.852	42.885	45.254	47.740	50.368	53.137	53.437	53.537	53.637	53.737

PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
DIAG IMAG TECH - RADIOLOGY I	30527	24	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	21.124	22.180	23.400	24.685	26.048	27.478	27.778	27.878	27.978	28.078
			9/30/02	21.969	23.067	24.336	25.672	27.088	28.577	28.877	28.977	29.077	29.177
			9/29/03	22.848	23.990	25.309	26.699	28.172	29.720	30.020	30.120	30.220	30.320
			9/27/04	23.762	24.950	26.321	27.767	29.299	30.909	31.209	31.309	31.409	31.509
PERIPHERAL VASCULAR TECHNOLOGIST I PULMONARY FUNCTIONS TECHNOLOGIST	30528 30529	25	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	22.900	24.047	25.368	26.761	28.235	29.785	30.085	30.185	30.285	30.385
			9/30/02	23.816	25.009	26.383	27.831	29.364	30.976	31.276	31.376	31.476	31.576
			9/29/03	24.769	26.009	27.438	28.944	30.539	32.215	32.515	32.615	32.715	32.815
			9/27/04	25.760	27.049	28.536	30.102	31.761	33.504	33.804	33.904	34.004	34.104
NEURODIAGNOSTIC TECHNOLOGIST	30530		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	23.816	25.008	26.382	27.832	29.363	30.977	31.277	31.377	31.477	31.577
			9/30/02	24.769	26.008	27.437	28.945	30.538	32.218	32.518	32.618	32.718	32.818
			9/29/03	25.760	27.048	28.534	30.103	31.760	33.505	33.805	33.905	34.005	34.105
			9/27/04	26.790	28.130	29.675	31.307	33.030	34.845	35.145	35.245	35.345	35.445
DIAG IMAG TECH - RADIOLOGY II	30531		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	25.518	26.538	27.600	28.704	29.852	31.048	31.348	31.448	31.548	31.648
			9/30/02	26.539	27.600	28.704	29.852	31.046	32.288	32.588	32.688	32.788	32.888
			9/29/03	27.601	28.704	29.852	31.046	32.288	33.580	33.880	33.980	34.080	34.180
			9/27/04	28.705	29.852	31.046	32.288	33.580	34.923	35.223	35.323	35.423	35.523
ECHOCARDIOGRAM TECHNOLOGIST I	30532	26	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	27.029	28.380	29.939	31.588	33.325	35.155	35.455	35.555	35.655	35.755
			9/30/02	28.110	29.515	31.137	32.852	34.658	36.561	36.861	36.961	37.061	37.161
			9/29/03	29.234	30.696	32.382	34.166	36.044	38.023	38.323	38.423	38.523	38.623
			9/27/04	30.403	31.924	33.677	35.533	37.486	39.544	39.844	39.944	40.044	40.144
RADIOISOTOPE TECHNOLOGIST	30533	24	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	27.482	28.858	30.444	32.118	33.884	35.748	36.048	36.148	36.248	36.348
			9/30/02	28.581	30.012	31.662	33.403	35.239	37.178	37.478	37.578	37.678	37.778
			9/29/03	29.724	31.212	32.928	34.739	36.649	38.665	38.965	39.065	39.165	39.265
			9/27/04	30.913	32.460	34.245	36.129	38.115	40.212	40.512	40.612	40.712	40.812

PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
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JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	10 YEAR LNG	15 YEAR LNG	20 YEAR LNG	25 YEAR LNG
CARDIAC CATH TECHNOLOGIST	30534	24	10/1/01	-	-	-	-	-	-	-	-	-	-
			6/10/02	27,487	28,860	30,446	32,122	33,892	35,762	36,062	36,152	36,252	36,362
			9/30/02	28,586	30,014	31,664	33,407	35,248	37,182	37,482	37,582	37,682	37,782
			9/29/03	29,729	31,215	32,931	34,743	36,658	38,669	38,969	39,069	39,169	39,269
			9/27/04	30,918	32,464	34,248	36,133	38,124	40,216	40,516	40,616	40,716	40,816
DIAG IMAG TECH - MAMMO I	30535	26	10/1/01	-	-	-	-	-	-	-	-	-	-
			6/10/02	27,737	28,846	30,000	31,200	32,448	33,746	34,046	34,146	34,246	34,346
			9/30/02	28,846	30,000	31,200	32,448	33,746	35,096	35,396	35,496	35,596	35,696
			9/28/03	30,000	31,200	32,448	33,746	35,096	36,500	36,800	36,900	37,000	37,100
			9/27/04	31,200	32,448	33,746	35,096	36,500	37,960	38,260	38,360	38,460	38,560
PERFUSIONIST I	30536	UG	10/1/01	-	-	-	-	-	-	-	-	-	-
			6/10/02	28,387	29,784	31,424	33,151	34,975	36,900	37,200	37,300	37,400	37,500
			9/30/02	29,502	30,975	32,681	34,477	36,374	38,376	38,676	38,776	38,876	38,976
			9/28/03	30,682	32,214	33,988	35,856	37,829	39,911	40,211	40,311	40,411	40,511
			9/27/04	31,909	33,503	35,246	37,290	39,342	41,507	41,807	41,907	42,007	42,107
DIAG IMAG TECH - MAMMO II	30537	27	10/1/01	-	-	-	-	-	-	-	-	-	-
			6/10/02	29,112	30,277	31,488	32,748	34,057	35,419	35,719	35,819	35,919	36,019
			9/30/02	30,276	31,488	32,746	34,056	35,418	36,836	37,136	37,236	37,336	37,436
			9/29/03	31,487	32,748	34,059	35,420	36,836	38,309	38,609	38,709	38,809	38,909
			9/27/04	32,746	34,058	35,420	36,837	38,308	39,841	40,141	40,241	40,341	40,441
ECHOCARD TECHNOLOGIST II-LA ONLY	30538	27	10/1/01	-	-	-	-	-	-	-	-	-	-
			6/10/02	29,734	31,219	32,836	34,747	36,658	38,670	38,970	39,070	39,170	39,270
			9/30/02	30,923	32,468	34,253	36,137	38,126	40,217	40,517	40,617	40,717	40,817
			9/29/03	32,160	33,767	35,623	37,582	39,650	41,826	42,126	42,226	42,326	42,426
			9/27/04	33,446	35,118	37,048	39,085	41,236	43,489	43,789	43,889	43,989	44,089
DIAG IMAG TECH - MRI	30539	26	10/1/01	-	-	-	-	-	-	-	-	-	-
			6/10/02	30,000	31,200	32,446	33,746	35,096	36,498	36,799	36,899	36,999	37,099
			9/30/02	31,200	32,448	33,746	35,096	36,499	37,959	38,259	38,359	38,459	38,559
			9/29/03	32,448	33,746	35,096	36,500	37,959	39,477	39,777	39,877	39,977	40,077
			9/27/04	33,746	35,096	36,500	37,960	39,477	41,056	41,356	41,456	41,556	41,656

PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
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JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
NUCLEAR MEDICINE TECHNOLOGIST	30540	26	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	31.066	32.308	33.600	34.944	36.342	37.795	38.095	38.185	38.295	38.395
			9/30/02	32.309	33.600	34.944	36.342	37.796	39.307	39.607	39.707	39.807	39.907
			9/29/03	33.601	34.944	36.342	37.796	39.308	40.879	41.179	41.279	41.379	41.479
			9/27/04	34.945	36.342	37.796	39.308	40.880	42.514	42.814	42.914	43.014	43.114
DIAG IMAG TECH - RADIOLOGY III	30541	26	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	31.121	32.365	33.660	35.006	36.407	37.860	38.160	38.260	38.360	38.460
			9/30/02	32.366	33.660	35.006	36.406	37.863	39.374	39.674	39.774	39.874	39.974
			9/29/03	33.661	35.006	36.406	37.862	39.378	40.949	41.249	41.349	41.449	41.549
			9/27/04	35.007	36.406	37.862	39.376	40.953	42.587	42.887	42.987	43.087	43.187
CARDIAC CATH RAD TECHNO-LA ONLY	30542	27	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	32.398	33.694	35.041	36.443	37.901	39.416	39.716	39.816	39.916	40.016
			9/30/02	33.694	35.042	36.443	37.901	39.417	40.993	41.293	41.393	41.493	41.593
			9/29/03	35.042	36.444	37.901	39.417	40.994	42.633	42.933	43.033	43.133	43.233
			9/27/04	36.444	37.902	39.417	40.994	42.634	44.338	44.638	44.738	44.838	44.938
PERFUSIONIST II	30543	UG	10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	43.848	46.211	48.635	51.252	55.081	58.930	59.230	59.330	59.430	59.530
			9/30/02	45.600	48.059	50.580	53.302	57.284	61.287	61.587	61.687	61.787	61.887
			9/29/03	47.424	49.981	52.603	55.434	59.575	63.738	64.038	64.138	64.238	64.338
			9/27/04	49.321	51.980	54.707	57.651	61.958	66.288	66.588	66.688	66.788	66.888

**MARKET SENSITIVE PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	GRADE	Effective Date	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
PERIPHERIAL VASCULAR TECHNOLOGIST II	30544		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	31.858	33.448	35.288	37.231	39.281	41.441	41.741	41.841	41.941	42.041
			9/30/02	33.132	34.786	36.700	38.720	40.852	43.099	43.399	43.499	43.599	43.699
			9/29/03	34.457	36.177	38.168	40.269	42.486	44.823	45.123	45.223	45.323	45.423
			9/27/04	35.835	37.624	39.695	41.880	44.185	46.616	46.916	47.016	47.116	47.216
NEURODIAGNOSTIC TECHNO I - LA Only	30545		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	32.282	33.896	35.760	37.726	39.803	41.989	42.289	42.389	42.489	42.589
			9/30/02	33.573	35.252	37.190	39.235	41.395	43.669	43.969	44.069	44.169	44.269
			9/29/03	34.916	36.662	38.678	40.804	43.051	45.416	45.716	45.816	45.916	46.016
			9/27/04	36.313	38.128	40.225	42.436	44.773	47.233	47.533	47.633	47.733	47.833
DIAG IMAG TECH - SONOGRAPHER	30546		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	33.284	34.615	36.000	37.440	38.938	40.495	40.795	40.895	40.995	41.095
			9/30/02	34.615	36.000	37.440	38.938	40.496	42.115	42.415	42.515	42.615	42.715
			9/29/03	36.000	37.440	38.938	40.496	42.116	43.800	44.100	44.200	44.300	44.400
			9/27/04	37.440	38.938	40.496	42.116	43.801	45.552	45.852	45.952	46.052	46.152
RADIATION THERAPY TECHNOLOGIST	30547		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	34.777	36.517	38.525	40.642	42.876	45.235	45.535	45.635	45.735	45.835
			9/30/02	36.168	37.978	40.066	42.268	44.593	47.044	47.344	47.444	47.544	47.644
			9/29/03	37.615	39.497	41.669	43.959	46.377	48.926	49.226	49.326	49.426	49.526
			9/27/04	39.120	41.077	43.336	45.717	48.232	50.883	51.183	51.283	51.383	51.483
RADIATION PLANNING THERAPIST	30548		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	35.785	37.577	39.642	41.821	44.122	46.548	46.848	46.948	47.048	47.148
			9/30/02	37.216	39.080	41.228	43.494	45.887	48.410	48.710	48.810	48.910	49.010
			9/29/03	38.705	40.643	42.877	45.234	47.722	50.346	50.646	50.746	50.846	50.946
			9/27/04	40.253	42.269	44.592	47.043	49.631	52.360	52.660	52.760	52.860	52.960
NEURODIAGNOSTIC TECHNO II - LA Only	30549		10/1/01	--	--	--	--	--	--	--	--	--	--
			6/10/02	36.317	38.134	40.230	42.440	44.777	47.238	47.538	47.638	47.738	47.838
			9/30/02	37.770	39.659	41.839	44.138	46.568	49.128	49.428	49.528	49.628	49.728
			9/29/03	39.281	41.245	43.513	45.904	48.431	51.093	51.393	51.493	51.593	51.693
			9/27/04	40.852	42.895	45.254	47.740	50.368	53.137	53.437	53.537	53.637	53.737

LETTERS OF AGREEMENT

OCTOBER, 2000

These Letters of Agreement run concurrently with the term of the Local 399 Collective Bargaining Agreement and are subject to the grievance and arbitration procedure of the Local Agreement.

1A.) 10 AND 12 HOUR SHIFTS

Voluntary-10 Hours Shift Staffing Pattern

a.) **Full-Time**

Full-Time: Four (4), ten (10) hour shifts per work week. Employees will be scheduled every other weekend off. The weekend for the night shift, for the purpose of this agreement will be Saturday and Sunday. This option has no impact on an employee's pension since he/she will be scheduled 80 hours per pay period.

b.) **Workweek**

The workweek for all employees on the 4-40 staffing pattern will commence Sunday night at 12:00 a.m., ending on a Saturday night at night.

c.) **Pay**

Each ten (10) hour shift will be paid at ten (10) straight time hours. All contractual provisions where non-worked paid time is considered as time worked for pay purposes will apply.

d.) **Consecutive Pay**

An employee is not considered to have had a day off unless thirty (30) hours have elapsed from the end of the last shift worked until beginning of the next shift.

e.) **Additional Shifts Worked**

When an employee works ten (10) hours shifts, he/she is paid such at straight time and these are recorded as "regular" hours. It is only after working 40 "regular" hours that a person would be entitled to any overtime pay for any subsequent hours worked. Thus, if an employee

worked four (10) hour shifts from Monday through Thursday, then worked from 7:00 a.m. to 3:30 p.m. on Friday, those eight (8) hours on Friday would be paid at time and one-half.

If the employee in this example were called in to work on Saturday, all hours would be paid at the day off overtime premium (i.e., double time) as the employee had already worked 40 "regular" hours in the week and now has two days off subject to the day off premium.

In addition, the normal daily overtime provisions will apply for all hours worked in excess of ten (10) in one (1) workday. Specifically, time and one-half (1½X) is applicable over ten (10) hours in one (1) workday and double time (2X) over twelve (12) hours in one (1) workday.

f.) Meal Period

One (1) unpaid thirty minute meal period per 10 hour shift.

g.) Rest Period

Two paid 15 minute breaks per 10 hour shift.

h.) Shift Differential

Applies to shifts beginning between:

Evening Shift – 2:00 p.m. to 6:00 p.m.

Night Shift – 10:00 p.m. to 1:00 a.m.

Employees whose starting time is other than described above will receive appropriate shift differential for all hours worked between 6:00 p.m. and 6:00 a.m.

A day shift 10 hour employee working 7:00 a.m. to 5:30 p.m. will not receive evening shift differential. A day shift ten (10) hour employee working 10:00 a.m. to 8:30 p.m. will normally receive 2 ½ hours of evening shift differential (e.g., 6:00 p.m. to 8:30 p.m.) A night shift ten (10) hour employee may receive both evening shift and night differential. As an example, if the shift is 7:00 p.m. to 5:30 a.m., three (3) hours of evening shift differential and seven (7) hours of night shift differential is applicable. If, for example, the shift is 3:00 p.m. to 1:30 a.m., seven (7) hours of evening shift differential and three (3) hours of night shift differential is applicable.

i.) Holiday

Holiday Scheduled Off (Full-Time) – Paid at eight (8) hours at the regular rate of pay. The employee may elect to receive two (2) hours of vacation pay by so stating.

Holiday Scheduled Off (Part-Time) – Not applicable

Holiday Worked – Paid at two and one-half (2 ½) times the regular rate of pay for all hours worked on the actual holiday.

Holiday worked with Another Substitute Day – Paid at one and one-half (1 ½) times the regular rate of pay for all hours worked on the holiday. Substitute day off will be paid at eight (8) hours at the regular rate of pay.

A day shift employee will not receive shift differential for a holiday not worked. A evening/night shift employee will receive shift differential in accordance with the guidelines specified under the shift differential section of this agreement (Article V, Section 6).

Employees will receive holiday premium for all hours worked on the actual holiday (i.e., midnight to midnight).

Example:

<u>July 3</u>	<u>July 4</u>	<u>July 5</u>
	<u>5:30 a.m.</u>	<u>5:30 a.m.</u>
	<u>7:00 a.m.</u>	
<u>7:00 p.m.</u>	<u>5:30 p.m.</u>	
	<u>7:00 p.m.</u>	

- * Will receive straight time pay for all hours worked between 7:00 p.m. and midnight. Will receive holiday premium (i.e., double time and one-half) for all hours worked from midnight to 5:30 a.m. In addition, this employee is entitled to receive three (3) hours holiday not worked at straight time.
- ** Will receive all hours worked at holiday premium (i.e., double time and one-half).
- *** Will receive holiday premium (i.e., double time and one-half) for all hours worked from 7:00 p.m. to midnight, from midnight to 5:30 a.m. the hours will be compensated at straight time pay. In addition, this employee is entitled to receive three (3) hours holiday not worked at straight time.

j.) Sick Leave Pay Option

Sick Leave will be paid based on an employee selecting one of the two options below:

Option I: Eight hours of sick leave pay per shift.

Option II: Ten hours of sick leave pay per shift.

Worker's Compensation or State Disability Insurance – Weekly Leave will be in accordance with the provisions of the Collective Bargaining Agreement. Shift differential will be paid under the same conditions as time worked.

k.) Vacation

Vacation will be paid based on an employee selecting one of the two options below:

Option I: Eight hours of vacation per shift.

Option II: Ten hours of vacation per shift.

If a ten (10) hour employee returns to their previously held eight (8) hour position, which may be the same shift or their previous shift (whichever is applicable), he/she will retain his/her prescheduled and approved vacation requests. This will only apply to employees who return to their previously held positions, and shift, not transfers via the bid system.

If ten (10) hour shifts are discontinued in the department, employees will return to their previously held eight (8) hour positions, which may be the same shift or their previous shift (whichever is applicable) and they will retain their prescheduled and approved vacation requests. If additional slots of vacation become available as a result of this, they will be offered first to those who applied during the vacation planning cycle and to those who were denied.

l.) Education Leave Pay Option

Education Leave will be paid based on an employee selecting one of the two options below:

Option I: Eight hours of education leave pay per shift.

Option II: Ten hours of education leave pay per shift.

Educational Leave Pay for other than a scheduled workday will be paid at eight straight time hours of pay.

If mandatory in-service is held, it will be considered as time worked, for pay purposes.

m.) Report Pay

Employees who report to work without receiving prior notice that there is no work available will receive four (4) hours report pay. All contractual provisions for application of report pay will apply.

n.) Cancellation Of Assignment (may be facility specific)
Selection And Conversion

Participation in the 4-40 staffing pattern is voluntary. First preference to select the ten (10) hours shift positions shall be based on Department Seniority. Employees current status will be maintained at full time.

If during the conversion, the employee voluntarily selects a schedule which results in two consecutive weekends being worked, he/she will waive the applicable premium.

Future vacancies for ten (10) hour shifts will be posted and filled pursuant to the contractual provisions regarding Job Posting. Employees will be placed back into their previous shift (e.g., days, evenings and nights) in the event the ten (10) hour shifts are discontinued.

New positions may be posted noting the 4-40 staffing pattern but each posting must also specify a complimentary eight (8) hour shift position since this staffing pattern is temporary.

o.) Terms Of Agreement

It is the intent of the Employer to implement a scheduling system which meets our Health Plan members' needs and supports sound economic practices, while at the same time affording employees with flexible scheduling preference. Ten (10) hour shifts are temporary and may be cancelled by the Employer at any time and by the employee (s) as indicated below.

The parties will consider the following factors in their discussions: Staff vacancies, overtime (additional voluntary sign-up and mandatory) and employee preference.

The employee(s) may elect to voluntarily discontinue participation in the 4-40 ten (10) hours staffing pattern with thirty (30) days written notification. Likewise, the Employer may also elect to discontinue the staffing pattern with thirty (30) days written notification to the Union.

12-HOUR SHIFT VOLUNTARY-STAFFING PATTERN AT STRAIGHT TIME

aa.) Full-Time

Full-time employees will be scheduled six (6), twelve (12) hour shifts per pay period and a seventh (7th) shift in the pay period of twelve (12) hours at time

and one half. Employees will be scheduled every other weekend off. The weekend for the night shift, for the purpose of this agreement will be Saturday and Sunday. This option has no impact on an employee's pension since he/she will be schedule at least 80 hours per pay period.

bb.) Workweek

The workweek for all employees on the twelve (12) hour staffing pattern will commence Sunday night at 12:00 a.m., ending on a Saturday night at midnight.

cc.) Pay

Each twelve (12) hour shift will be paid at twelve (12) straight time hours for the first six (6) shifts worked in the pay period. The seventh (7th) shift worked will be paid at time and one-half (1 ½X). All contractual provisions where non-worked paid time is considered as time worked for pay purposes will apply.

dd.) Consecutive Pay

An employee is not considered to have had a day off unless thirty (30) hours have elapsed from the end of the last shift worked until the beginning of the next shift.

ee.) Additional Shifts Worked

When an employee works twelve (12) hour shifts, he/she is paid such at straight time for the first six (6) shifts worked in a pay period. These are recorded as "regular" hours. The seventh (7th) shift worked will be paid at time and one half (1 ½X). Additional shifts beyond seven (7) worked in a pay period will likewise be compensated for at time and one-half (1 ½ X).

In addition, the normal daily overtime provisions will apply for all hours worked in excess of twelve (12) in one (1) workday. Specifically, double time (2X) is applicable over twelve (12) hours in one (1) workday.

ff.) Meal Period

One (1) unpaid thirty minute meal period per twelve (12) hour shift.

gg.) Rest Period

Three (3) paid 15 minute breaks per twelve (12) hour shift.

hh.) Shift Differential

Applies to shifts beginning between:

Evening Shift – 2:00 p.m. to 6:00 p.m.

Night Shift – 10:00 p.m. to 1:00 a.m.

Employees whose starting time is other than described above will receive appropriate shift differential for all hours worked between 6:00 p.m. and 6:00 a.m.

A day shift twelve (12) hour employee working 7:00 a.m. to 7:30 p.m. will receive one and one half (1 ½) hours of evening shift differential. A day shift twelve (12) hour employee working 10:00 a.m. to 10:30 p.m. will normally receive 4 ½ hours of evening shift differential (e.g. 6:00 p.m. to 10:30 p.m.) A night shift twelve (12) hour employee may receive both evening shift and night differential. As an example, if the shift is 7:00 p.m. to 7:30 a.m., three (3) hours of evening shift differential and nine (9) hours of night shift differential is applicable. If, for example, the shift is 3:00 p.m. to 3:30 a.m., seven (7) hours of evening shift differential and five (5) hours of night shift differential is applicable (presuming that the lunch break occurs at or after 10:00 p.m.).

ii.) Holiday

Holiday Scheduled Off (Full-Time) – Paid at eight (8) hours at the regular rate of pay. The employee may elect to receive four (4) hours of vacation pay by so stating.

Holiday Scheduled Off (Part-Time) – Not applicable

Holiday Worked – Paid at two and one-half (2 ½) times the regular rate of pay for all hours worked on the actual holiday.

Holiday worked with Another Substitute Day – Paid at one and one-half (1 ½) times the regular rate of pay for all hours worked on the holiday. Substitute day off will be paid at eight (8) hours at the regular rate of pay.

A day shift employee will not receive shift differential for a holiday not worked. A evening/night shift employee will receive shift differential in accordance with the guidelines specified under the shift differential section of this agreement.

Employees will receive holiday premium for all hours worked on the actual holiday (i.e., midnight to midnight).

Example:

<u>July 3</u>	<u>July 4</u>	<u>July 5</u>
	<u>7:30 a.m.</u>	<u>7:30 a.m.</u>
	<u>7:00 a.m.</u>	
<u>7:00 p.m.</u>	<u>7:30 p.m.</u>	
	<u>7:00 p.m.</u>	

- * Will receive straight time pay for all hours worked between 7:00 p.m. and midnight. Will receive holiday premium (i.e., double time and one-half) for all hours worked from midnight to 7:30 a.m. In addition, this employee is entitled to receive one (1) hour holiday not worked at straight time.

** Will receive all hours worked at holiday premium (i.e., double time and one-half).

*** Will receive holiday premium (i.e., double time and one-half) for all hours worked from 7:00 p.m. to midnight, from midnight to 7:30 a.m. the hours will be compensated at straight time pay. In addition, this employee is entitled to receive three (3) hours holiday not worked at straight time.

jj.) Sick Leave Pay Option

Sick Leave will be paid based on employee selecting one of the two options below:

Option I: Eight hours of sick leave pay per shift.

Option II: Twelve hours of sick leave pay per shift.

Worker's Compensation or State Disability Insurance – Weekly Leave will be in accordance with the provisions of the Collective Bargaining Agreement. Shift differential will be paid under the same conditions as time worked.

kk.) Vacation

Vacation will be paid based on an employee selecting one of the two options below:

Option I: Eight hours of vacation per shift.

Option II: Twelve hours of vacation per shift.

If a twelve (12) hour employee returns to their previously held eight (8) hour position, which may be the same shift or their previous shift (whichever is applicable), he/she will retain his/her prescheduled and approved vacation requests. This will only apply to employees who return to their previously held positions, and shift, not transfers via the bid system.

If twelve (12) shifts are discontinued in the department, employees will return to their previously held eight (8) hour positions, which may be the same shift or their previous shift (whichever is applicable) and they will retain their prescheduled and approved vacation requests. If additional slots of vacation become available as a result of this, they will be offered first to those who applied during the vacation planning cycle and to those who were denied.

ll.) Educational Leave Pay Option

Educational Leave will be paid based on an employee selecting one of the two options below:

Option I: Eight hours of educational leave pay per shift.

Option II: Twelve (12) of educational leave pay per shift.

Educational Leave Pay for other than a scheduled workday will be paid at eight straight time hours of pay.

If mandatory in-service is held, it will be considered as time worked, for pay purposes.

mm.) Report Pay

Employees who report to work without receiving prior notice that there is no work available will receive four (4) hours report pay. All contractual provisions for application of report pay will apply.

Cancellation Of Assignment (may be facility specific)

nn.) Selection and Conversion

Participation in the 12 hour staffing pattern is voluntary. First preference to select the twelve (12) hour shift positions shall be based on Departmental Seniority. Employees current status will be maintained at full time.

If during the conversion, the employee voluntarily selects a schedule which results in two consecutive weekends being worked, he/she will waive the applicable premium.

Future vacancies for twelve (12) shifts will be posted and filled pursuant to the contractual provision regarding Job Posting. Employees will be placed back into their previous shift (e.g., days, evenings and nights) in the event the twelve (12) hour shifts are discontinued.

New positions may be posted noting the 12 hour staffing pattern but each posting must also specify a complimentary eight (8) hour shift position since this staffing pattern is temporary.

oo.) Terms of Agreement

It is the intent of the Employer to implement a scheduling system which meets our Health Plan members' needs and supports sound economic practices, while at the same time affording employees with flexible

scheduling preference. Twelve (12) hour shifts are temporary and may be cancelled by the Employer at any time and by the employee (s) as indicated below.

The parties will consider the following factors in their discussions: Staff vacancies, overtime (additional voluntary sign-up and mandatory) and employee preference.

The employee(s) may elect to voluntarily discontinue participation in the 12 hour staffing pattern with thirty (30) days written notification. Likewise, the Employer may also elect to discontinue the staffing pattern with thirty (30) days written notification to the Union.

2. CHANGING CLOTHING

Employees will be given reasonable time to change clothing when required by the Employer when moving from one area to another.

3. CONFIDENTIALITY OF MEDICAL RECORDS

The contents of an employee's/patient's medical records are of a highly private nature. The use of this record is thus restricted to the relationship between the physician and his/her patient.

It is the organization's policy therefore, that access to the contents of all patient records be restricted to this use. All other uses are unauthorized.

Employees who believe that the confidentiality of their medical record has been violated may bring this issue to the attention of the facility Administrator in writing. The Administrator will provide a response to the employee in writing within thirty (30) days.

4. DEPARTMENT MEETINGS

Regular staff meetings shall be held with employees in all areas in all departments at each facility.

5. DEPARTMENT SENIORITY

On an annual basis, the Employer will submit to the Union a complete listing of departments and Member Service Areas (MSAs) for seniority application purposes.

In the event of a reorganization of departments or MSAs, the Employer agrees to notify the President of the Union and meet with the Union at the Union's request to discuss the implications of the new designation of departments or MSAs.

6. EMERGENCY TELEPHONE CALLS

Each supervisor will provide their employees with a facility telephone number for utilization of incoming emergency telephone calls. In the event the call cannot be transferred, a message will be expeditiously delivered to the employee.

7. EMPLOYEE HOSPITALIZATION FOR ALCOHOL AND DRUG DEPENDENCY

If an employee who works at the Kaiser Mental Health Center, in Kaiser outpatient psychiatric services or in Chemical Dependency Recovery Programs (CDRP), requires hospitalization in a psychiatric hospital or requires hospitalization for a medical condition related to alcohol or drug dependency, and is so ordered by a SCPMG physician, then such hospitalization will be arranged at an alternate location from where they work.

8. FLEXIBLE SCHEDULES

The Employer and the Union recognize that the nature of the Employer's business does not permit the establishment of flexible work schedules for the majority of employees. However, in the event the Employer determines that such a schedule is feasible, and it is acceptable to the employees involved and the Union, such schedule may be implemented. It is understood that in order to achieve the above, the contractual provisions relating to the workday as defined in Article VI, Section 2 shall be waived for purposes of overtime payments.

The parties agree that an employee(s) written request for flexible schedules will be jointly reviewed to determine the feasibility of implementation. However, the Employer maintains the sole right to discontinue such schedules where efficiency of operations or effective patient care is impeded and/or a negative economic condition evolves.

9. CENTRAL STAFFING FLOAT POOL

The Employer agrees to study the feasibility of developing an on-call Float Pool on a facility by facility or Member Service Area basis.

The parties recognize that the establishment of Float Pools may necessitate the modification of various provisions of the Agreement in order for such Float Pools to be efficient and operationally effective. Therefore, the Union agrees that in the event Float Pools are to be established they will give consideration to Employer requests to modify specific provisions of the Agreement. Any such agreed upon modifications shall be reduced to writing and shall be signed by the President of the Union and the Labor Relations Director of the Employer, or their designees.

Central Staffing-Float Pool Departments may be created as deemed necessary by Medical Center Administration. The Central Staffing Employees may be utilized in specific departments as replacements and/or additional support. Central Staffing-Float Pool may also serve as the entry level for new employees. Central Staffing employees may be cross trained to work in several designated departments of the medical center and may be cross trained in more than one classification.

Prior to the implementation of a Central Staffing-Float Pool Department, the parties agree to meet and confer. An addendum may be prepared to outline any additions or modifications to this agreement. However, nothing in this agreement precludes the Union from filing a grievance on issues related to Central Staffing-Float Pool Department.

EXPECTATIONS:

- a.) Central Staffing-Float Pool Departments may provide service 7 days a week, 24 hours a day. It is expected that employees will be available to work the hours and days specified on the job posting for which they were hired, including holidays.
- b.) Central Staffing-Float Pool employee who bids or is placed on a long term temporary assignment will maintain his/her status in Central Staffing-Float Pool while on such assignment.
- c.) If a regular full-time or part-time job posting outside Central Staffing-Float Pool is not bid on, then the least senior Central Staffing employee in that classification may be assigned to fill the vacancy.
- d.) An employee who fails to pass probation after transferring out of Central Staffing-Float Pool will be returned to Central Staffing-Float Pool per the provisions of the Labor Agreement. An employee who repeatedly transfers out of Central Staffing-Float Pool and fails probation may be disciplined up to and including discharge.

SENIORITY:

- a.) Once trained in a specific classification and once having worked within the specific classification, and having successfully passed probation in Central Staffing-Float Pool, the employee shall be deemed qualified for the purposes of bidding for a part-time or full-time position in that classification, in departments serviced by Central Staffing-Float Pool. While in Central Staffing-Float Pool, employees will be expected to rotate through all departments and classification (s) for which they are trained, to ensure a working knowledge of the work performed in each of these areas.

- b.) For the purposes of job-bidding, Central Staffing-Float Pool employees shall be given the same consideration as any other bargaining unit employee, except that all of the hours worked – regardless of which department the hours were worked in and regardless in which department the Central Staffing-Float Pool employee is applying for – shall count for the purposes of (1) determining whether or not an On-Call Central Staffing-Float Pool employee shall be considered a regular employee (if s/he has accumulated a total of 2,000 hours of work in the Central Staffing-Float Pool); and (2) determining the relative seniority between On-Call Employees with less than 2,000 hours.
- c.) When Central Staffing-Float Pool employees transfer out of the Central Staffing-Float Pool, accrual of seniority in the new department will commence the day they enter such department. If however, the employee had been a regular employee in the new department prior to working in Central Staffing-Float Pool, then the employee will integrate all previously accrued hours in that department for purposes of job bidding and reductions in force.

FORCE REDUCTION:

- Reductions in Force will be accomplished pursuant to the provisions of the Labor Agreement.

BENEFITS:

Employees in Central Staffing-Float Pool Departments will be entitled to all benefits applicable to full-time, part-time and on-call employees as described in the current agreement. However, it is understood that vacation scheduling shall be established pursuant to the following procedure:

- Vacations for full-time, part-time and on-call employees will be granted pursuant to the provisions in the Labor Agreement.
- Vacations over a holiday period will be approved only when staffing within the Central-Staffing-Float Pool Department permits. Special circumstances will be considered on a case by case basis.

OVERTIME:

- Overtime-hours will be offered to Central Staffing-Float Pool employees in departments in which they have worked after regular employees in said departments have refused the hours. Overtime will be distributed equitably to those employees who have indicated interest in overtime by signing the Voluntary Overtime List.

However, employees may be mandated to work overtime in the departments in which they have worked after qualified, regular employees of those departments have been mandated.

ASSIGNMENTS:

- a.) Assignments within their classifications, for the most part will generally be made on a rotating basis. Central Staffing-Float Pool employees trained in more than one classification will be assigned to work in all classifications for which they are trained. Management may also make assignments to insure maintenance of an employee's skill level. None of the foregoing is to be construed as a guarantee of work hours.
- b.) Assignments for on-call employees will be made within classifications on a rotating basis with the intent of distributing hours equally over a reasonable time period (approximately 3 months).

10. INDIAN HILL MEDICAL OFFICE

Indian Hill Medical Office is to be considered as an outlying medical office under the Baldwin Park Medical Center for the application of seniority.

11. JOB DESCRIPTIONS

Job descriptions for all classifications will be reviewed and remitted to the Union. Each employee at the time of hire will receive a copy of the job description, or additionally at the employee's request.

12. JURY DUTY CAP

The parties agree to a thirty (30) day cap on paid jury duty under the following conditions:

- a.) Each full-time employee qualifies for thirty (30) paid days once per calendar year (part-time employees will also be capped at thirty (30) days and their method of pay will not be modified).
- b.) Employees are to inform the court, during the panel selection process, that a thirty (30) day cap exists and the amount of time, if any, they have already exhausted.
- c.) Failure to provide such notification could result in the discontinuance of pay on the completion of thirty (30) days of service.

- d.) Conversely, if an employee is selected for a panel and is told that such service could or will be completed within the thirty (30) day cap and then extends beyond the thirty (30) day cap, the employee will continue to be paid through the duration of the trial.

13. LOCKERS

If the Employer has reasonable cause to inspect an employee's locker, the Employer will have the employee present and/or will notify the employee in advance of such inspection, except in an emergency such as a flood or bomb threat.

14. MANDATORY PHYSICAL EXAMINATIONS

Employees required to submit to mandatory physical examination or an annual screening as a condition of continued employment shall be notified by the Employer of such requirement and given a two (2) week period within which to complete the examination. The employee's wages shall not be reduced by the amount of time spent taking such examination. Employees, upon request to the physician, shall be advised as to the results of their annual physical or screening.

15. MARTIN LUTHER KING, JR. HOLIDAY AND CESAR CHAVEZ HOLIDAY

During the term of this Agreement, if any other bargaining unit with a Collective Bargaining Agreement with the Employer is granted the Martin Luther King or Cesar Chavez holiday as an additional holiday such holiday will be granted to the employees covered under this Collective Bargaining Agreement. The parties agree that the Employer will base its scheduling decision (regarding Martin Luther King, Jr. and Cesar Chavez holiday) on staffing and operational needs.

16. MEAL PERIODS

Unless the employee, including employees who are assigned to respond to cardiac arrest, are relieved of all duty during their meal period, the meal period shall be considered an "on duty" ("on duty" as defined in the Labor Code) meal period and counted as time worked.

17. OVERTIME RECORDS

The Employer agrees that records of overtime hours worked during the previous month shall be available to the Union Representative and/or Union Steward upon request.

18. PARKING

Employees parking at the Employer's facilities shall be provided free parking. At those facilities where limited on-site parking is available, employees (including non-bargaining unit employees and all other union employees, but excluding physicians, handicapped employees and employees who are required to use their car for Employer business) shall receive on-site parking from a priority list based on date of hire.

Where specific parking problems occur at individual facilities during the term of this Agreement, a meeting shall be held between the Union Business Representative for the facility and the Area Human Resources Leader of the Employer to discuss and attempt to resolve such problems. Such meetings shall be requested, in writing, by the Union Business Representative.

The Employer will maintain free parking unless mandated by regulation to charge for parking.

The parties agree that employees who visit a Medical Center/Outlying Clinic for a personal medical appointment, and receive a parking ticket, will not be charged for said parking if they adhere to the following procedure:

- a.) Employees will note their name, work extension, and denote "Medical Appointment" on the parking ticket.
- b.) Parking Attendants will not charge employees who present tickets with the afore listed information.

Regarding parking at Annandale and the North Hollywood facilities, the Employer agrees to keep the Union apprised of plans for additional parking as they are formulated.

19. PAYCHECK ERROR

A paycheck error shall be corrected within forty-eight (48) hours (excluding weekends and if the error is in excess of twenty-five dollars (\$25.00), from the time the employee notifies the supervisor of the error. However, if such paycheck error cannot be corrected within forty-eight (48) hours (excluding weekends), then the error will be corrected utilizing the Medical Center Disbursement Checking Account.

20. PERSONNEL FILE

Upon the request of an employee, the Employer shall make the personnel file available in the Human Resources Office within a reasonable amount of time after such request.

21. PRODUCING NEW CONTRACTS

The Employer will take the responsibility for producing the new Agreement in at least nine (9) point type size. Any costs shall be shared equally by the parties throughout the term of the Agreement. The Employer will make every effort to provide sufficient copies within thirty (30) days of the signing of the Agreement.

22. RADIATION SAFETY COMMITTEE

The Employer will appoint a Technical Bargaining Unit member from either the Diagnostic Imaging Department to participate on each Medical Center's Radiation Safety Committee. In selecting a Technical Bargaining Unit member for assignment on the Radiation Safety Committee, the Union will submit a list of recommendations and the Employer will give reasonable consideration to the individuals. No employee shall lose pay as a result of serving on such committee.

23. REGIONAL LABORATORIES - LUNCH BREAK

The parties agree that SEIU, Local 399 employees at Regional Laboratories facilities (North Hollywood-Sherman Way, North Hollywood-Magnolia Boulevard, Glendale-Clinical Laboratories, and the Endocrinology Laboratory) shall have the option to schedule either a thirty (30) minute or a forty-five (45) minute lunch break. Such scheduling shall be subject to the provisions established in Articles V and VI, and would be subject to the efficiency of operations.

24. REPLACEMENT OF DAMAGED ITEMS

The Employer's policy for reimbursement for replacement or repair of watches, glasses, hearing aids or prosthetic devices which are damaged or destroyed in the course of employment, will remain in effect for the term of this Agreement.

25. DOCKING OF PAY

Employees are expected to report to work on time as scheduled. The general rule is that employees may clock in up to six (6) minutes late on a non-cumulative basis without suffering a reduction in pay. This should not be construed to mean that employees who are habitually tardy shall not suffer pay reductions for all tardiness.

26. TECHNOLOGICAL CHANGE

It is recognized that employees should be afforded job protection in situations of change due to automation, mechanization, technological improvements or elimination of position(s). When an employee's particular job is proposed to be eliminated because of any such change, the Employer shall provide as much advance notice as possible.

The Employer, the Union and representatives from the affected employees (the number of representatives to be determined on a case by case basis) will carefully review the status of employees affected by such changes, and for those employees who cannot secure a position through the reduction in force (RIF) procedure, opportunities for suitable retraining or alternate employment will be discussed.

Notwithstanding the above, the Employer will adhere to the Employment and Income Security provisions of the National Agreement.

27. TELECOMMUTING

Representatives from the Union or Management at a Medical Center may request meetings to discuss the feasibility of Telecommuting for Medical Transcribers and/or other appropriate classifications.

28. TELEPHONE MESSAGES

When calling an employee's home, the Employer will leave messages with the employee or an adult or on the employee's answering machine.

29. TIMECARDS

Employees shall be required to sign their time cards or the current pay system, which may include automated time keeping, to verify that the clock punches or computer records accurately reflect the hours they actually worked.

Employees using automated time keeping (phone-in) systems shall be given an access code to enable the employee to receive written confirmation of "clock times" on a daily basis, or a supervisor shall be assigned to produce a written record at an employee's request on a daily basis.

30. VDT SAFETY

Employer agrees to issue specific directions on the safe and healthy use of Visual Display Terminals (VDTs) to all supervisors and employees in departments now using or planning to use VDTs. These directions shall be available to the Union as soon as they are issued. In developing these directions, the Employer shall minimally adhere to the NIOSH recommendations specific to the purchase, installation and operation of VDT equipment.

The Employer will continue to monitor and evaluate available information relative to the installation and utilization of VDTs. In addition, the Employer will take whatever action it deems necessary and feasible in order to provide a work environment consistent with Article XXII. Finally, the Employer agrees to comply with all State and Federal regulations related to the installation and utilization of VDTs.

In addition to regular meal and rest periods, the Employer will allow employees predominantly using VDTs to periodically move about from place to place within the department.

Although it is the Employer's position that there is currently no medical evidence that VDT usage can be harmful to pregnant employees, in an attempt to allay the concerns of pregnant employees who predominantly use VDTs, the Employer will make every good faith effort to offer on-call or temporary hours at the same facility but away from VDT equipment to pregnant employees. Should such hours be unavailable, pregnant employees who work predominantly on VDTs may request to transfer permanently from their position into any open position for which they qualify in their respective area. Upon receipt of such request, the Human Resources Leader will arrange to meet with the Union Business Representative to discuss such request and the waiving of posting and seniority to accommodate such request. Any such waiving of posting and/or seniority must be reduced to writing.

For employees with Health Plan Coverage, standard lenses prescribed by a Southern California Permanente Medical Group (SCPMG) ophthalmologist or optometrist will be provided at no cost once every twenty-four (24) months along with a twenty dollar (\$20) allowance for frames. Also, if the ophthalmologist or optometrist determines that a significant vision change has occurred and a change in correction in either or both lens is required, the lens or lenses with the new correction will be provided without charge twelve (12) months after the lens (es) were last provided.

31. WORK LOAD COMMITTEE

The Employer and Union agree to the following mechanism to address issues related to work load during the term of the Labor Agreement:

- a.) The Union or the Employer may initiate a request to convene a meeting between representatives of both parties in writing. Such requests will outline the issues to be discussed relating to work load.
- b.) The party receiving such request will arrange for a meeting to discuss the issues within thirty (30) days of receipt of the request.
- c.) Each such meeting will be comprised of not more than three (3) Union representatives (including the Business Agent) and three (3) Employer representatives (including the Administrator or designee and the Human Resource Leader or Designee.
- d.) The parties at such meeting will be charged with resolving the issues. In the event a mutually acceptable agreement is not reached, the matter may be pursued at Step Three of the grievance procedure.
- e.) This mechanism is in no way intended to add to, delete from or to modify any provisions of the basic Labor Agreement.

Notwithstanding the above, the Employer will adhere to the "staffing" provision of the National Agreement.

32. DIAGNOSTIC IMAGING TECHNOLOGIST

A. Safety

Each Diagnostic Imaging Technologist working in areas where exposure to radiation may occur shall be provided an ionization badge and if over exposure is indicated shall be given a blood test on a mandatory basis, and the results of such test shall be discussed with the employee by a physician at the employee's request. If, in the opinion of the doctor in charge of the Diagnostic Imaging Department, time away from the job is indicated, up to two weeks off with pay will be granted. This time does not affect the Paid Time Off accumulations in Article IX. The Employer will use all safe-guards recognized as accepted medical practice in the community.

Kaiser Permanente shall continue its Radiation Safety Policy; a bargaining unit member shall become a member of the Central Radiation Committee.

Badge readings will be done on a monthly basis for all Diagnostic Imaging Technologist and the results will be made available to the employee. Pregnant Diagnostic Imaging Technologist and Nuclear Medicine Technicians shall be transferred out of the radioisotope laboratory, special procedures room, and any other high radiation areas, and shall not be required to work with portable equipment or fluoroscopy equipment. Such transfer shall be made effective as soon as the employee's pregnancy is diagnosed, and shall be done with no reduction in pay.

B. Career Ladder

The Employer agrees to a career ladder as follows:

Diagnostic Imaging Technologist – Radiology I
Diagnostic Imaging Technologist – Radiology II
Diagnostic Imaging Technologist – Radiology III
Lead Diagnostic Imaging Technologist – Radiology IV

Criteria for becoming a Tech I, Tech II and Tech III are as follows:

Tech I – Performs only general Diagnostic Radiologic exams such as chest x-rays and/or routine extremities such as leg, arm or foot.

Tech II – Performs any of the following special procedures on a regular rotational basis: Sialography, Bronchography, Arthrography, Hysterosalpinography, Tomography Studies or Myelograms – excludes Mamo.

Tech III – Performs the Angiogram and/or Computerized Tomography (CT).

C. In-Service Education

The Employer agrees to establish a formal in-service program to provide each Technologist with at least two (2) opportunities per year to attend programs intended to improve and upgrade skills and improve their awareness of radiation safety and to provide information on new equipment and techniques. These programs will be designed to train Technologists for progression into higher rated positions as part of the Employer's commitment to train and promote from within the bargaining unit and to foster being the Employer of Choice.

33. COMMUNITY SERVICE

Kaiser Permanente and the Service Employees International Union, Local 399 are committed to the success of our communities as well as the success of our organization. We recognize that the Kaiser Permanente organization and the communities we serve are interdependent. The concept of community service is a rich part of Kaiser Permanente's history and is the basis for many of our business practices. In Southern California, Kaiser Permanente is engaged in a wide variety of community, corporate and public efforts to improve the health status of our communities.

In recognition of this commitment, and to further efforts that contribute to the building of healthy communities, the parties agree to establish a Joint Labor Management Community Services Committee. The purpose of this Committee is to explore opportunities in the Southern California community where financial assistance or other forms of community service efforts would be seen as a benefit. It also is in keeping with our mutual commitment to serving the community. Areas for consideration could be supporting strategic community agencies, directing financial and technical resources to free and community clinics, and providing grants at the local level to improve the health of our communities and their residents.

The Committee will be made up of six (6) members, three (3) representing the interests of Kaiser Permanente and three (3) representing the interests of SEIU, Local 399. Initially the parties will meet to establish the criteria that will be used in the allocation of funds earmarked for disbursement by this Committee.

Funding for the joint Committee would be provided by Kaiser Permanente and directed to community service efforts using the agreed upon criteria, and only with the mutual agreement within the Committee. The amount of funding for this Committee will be \$500,000.00 effective January 1, 2001 and 500,000.00 effective January 1, 2002. These funds must be utilized in the year they are allotted and may not be carried over. Additionally, SEIU, Local 399 has opted

to support the Southern California Labor Management Council's Community Service goals by allotting \$250,000.00 in 2001 and 2002 for distribution by the participating Partnership Unions. Funding for subsequent years will be at the discretion of Kaiser Permanente. None of the allocated funds shall be used for administration of the Joint Committee, and the parties agree that time spent on Joint Committee business by bargaining unit members will be paid by the Employer.

34. ERGONOMICS

At the Union's request, a meeting at each facility may be held to discuss specific implementation plans for the Ergonomics Policy. This is an opportunity for the Union to provide input which the Employer will consider. To arrange for the meeting, the Institutional Union Business Representatives should contact each area's Human Resources Leader.

35. DIRECT DEPOSIT

A Voluntary Direct Deposit Program will be offered to all employees covered by the Local 399 Collective Bargaining Agreement, effective January 1, 1997. Direct deposit enrollment information will be communicated to all Local 399 employees.

36. NEW HIRE ORIENTATION

Each Local 399 Business Representative and Area Human Resources Office shall coordinate times for the Union to meet with new bargaining unit members for thirty (30) minutes during the New Employee Orientation period. Each Area Human Resources Office will provide the Business Representative with New Employee Orientation schedules and updates as they occur. Such time will be scheduled within the new employee orientation agenda. It is further understood that, should the Union designate a Union Steward to meet with new employees, the Steward's time will be paid and the Steward will be released from work for the time needed to meet with employees.

37. HIRING PROCEDURE

Employees referred by the Union for vacant bargaining unit positions shall receive preferential consideration over other outside applicants. The Employer reserves the right to determine the competency and qualifications of such referred employees. In the event the Employer rejects an applicant referred by the Union, the Employer agrees to notify the Union in writing of the reason for rejection.

38. STANDARDS OF DRESS

If accepted standards of dress are changed by the Employer, such changes shall be uniformly applied to all employees at the facility.

39. DOWNEY BREAKS

Employees working at the Warehouse and at Central Pharmacy will take their breaks in a flexible manner so as to coincide with the operations of the coffee truck(s) and available cafeteria facilities.

40. STRESS MANAGEMENT PROGRAMS

The Employer shall post and maintain at all facilities information on available stress management programs and interested employees shall be allowed to attend, subject to staffing requirements, space availability and eligibility.

41. FACILITY INTENTIONS

It is the Employer's intent to provide adequate lounge areas in all facilities.

It is the Employer's intent to provide adequate locker space for all employees.

It is the Employer's intent to provide adequate security guard service at all facilities.

It is the Employer's intent to provide adequate well-lit parking areas.

42. OPTICAL DISPENSER VACANCIES

All Journeyman Technicians with two (2) years or more of experience who meet the qualifications for the Optical Dispenser position will be given first consideration over new hires in filling vacancies as Optical Dispensers.

43. RAIN GEAR

The Employer will make rain gear available to any employee routinely required to work in the rain.

44. HARBOR CITY

The Employer shall not require any employee to leave the Harbor City Hospital facility at night to run errands, such as, picking up prescriptions at the pharmacy.

45. PANORAMA CITY EMPLOYEE LOUNGES

The Employer agrees to allow employees to use the employee lounges at the Panorama City Hospital for the purpose of eating and drinking during rest periods and lunch breaks.

46. TYPING TESTS

In the event an employee has taken the maximum number of typing tests per the Employer's Regional policy regarding employment tests and interviews, and said employee is the most senior bidder for a subsequent position which requires a typing speed greater than previously attained, he/she will be permitted to take one additional typing test to qualify for the new position. Should an employee apply for a position where the job posting requires a typing speed equal to or less than that required by their present position, the employee will be considered to have met the typing speed requirement for the new position provided the current typing test was taken within the last twelve (12) months.

47. CPR TRAINING

The Employer will continue its current practice of providing CPR training at the North Hollywood Laboratory.

48. CALL CENTER VARIANCE

The Employer agrees to extend the current ten (10) minutes per day variance to twenty (20) minutes per day.

49. ALTERNATE COMPENSATION PROGRAM

Section 1 – Eligibility

- All current and future employees scheduled to work 20 or more hours per week, who have individual and/or medical coverage through other means (e.g. spousal or domestic partner coverage, etc.) shall have the option of participating in the Alternate Compensation Program. It is the intent of the parties that any benefit eligible employee would be eligible to participate in ACP.
- **Verification Process** – Prior to enrolling in ACP and sometime during the open-enrollment period noted below, an employee will have to show proof of medical coverage for himself/herself in order for the Employer to process the ACP request. Likewise, the employee will have to provide yearly proof of medical coverage during every enrollment period. If an enrolled employee fails to provide such proof of coverage, the Employer will automatically disenroll him/her from ACP.
- **Policy Statement** – This provision is included as a Local 399 Executive Board Policy action to ensure that no member finds himself/herself without medical coverage which can devastate the member's health, welfare and financial well being. Kaiser Permanente strongly agrees with this provision.

Section 2 – Enrollment Dates

- a.) **First Year of Program:** Between September 1st and September 30th of 2002 all current benefit-eligible bargaining unit members shall be informed of the ACP and their right to participate in the program. Employees shall have the option of electing to participate in the ACP program during the November open enrollment period after the effective date of this Agreement with an effective date of the first day of the first pay period of the 2003 payroll calendar year.
- b.) **Future Years:** For 2004, 2005, 2006, and all future years, the enrollment period for existing employees shall be between November 1st through November 30th of the preceding year. The effective date of such enrollment shall be the first day of the first pay period of the following payroll calendar year.
- c.) **New Hires:** All bargaining-unit employees hired after the effective date of this Agreement but prior to the November 2002 open-enrollment period shall have the option of enrolling in ACP during the November open enrollment period. Employees hired after the November open enrollment period, and in any year thereafter shall have the option of enrolling in ACP within 31 days of their date of hire by completing the "ACP Enrollment" form. The enrollment in ACP shall be effective the first day of the first pay period following receipt of the completed "ACP Enrollment" form.
- d.) **Non-Election:** If any employee in the bargaining unit (both current and future) fails to elect any option, s/he shall automatically become a participant in the regular Benefits Program.
- e.) **Duration of Non-Revocable Election:** Any employee who elects to participate in the ACP must remain in the program for that entire payroll calendar year. All employees must re-enroll in the ACP on a yearly basis during the open enrollment period, and must document compliance with all requirements of the program (i.e. proof of medical coverage). If the employee loses medical coverage during the calendar year, s/he may withdraw from ACP within 31 days of the date s/he becomes ineligible for coverage.

Section 3 – ACP Pay v. Benefits

- a.) **ACP Pay:** An employee scheduled to work 20 or more hours per week who elects to participate in ACP shall receive an ACP allowance so that his/her hourly rate of pay is increased by twenty percent (20%). This additional twenty percent (20%) shall be paid in addition to the hourly rate of pay for all hours paid while the employee is enrolled in ACP.
- b.) **In Lieu of Benefits:** The above mentioned allowance is paid to employees who elect to participate in the program in lieu of receiving the following benefits which they would otherwise be entitled to receive:

1. Company-paid Health plan
2. Company-paid Dental plan
3. Company-paid Life Insurance
4. Work/Life Balance Time Off Program (including Vacation, Sick Leave & Life Balance Days and Holiday Pay for not working on designated holidays)
5. Disability Plans
6. Other Paid Time Off (such as Bereavement Leave, Education Leave, etc.)

c.) ***Paid Time Off Benefits***

- ***Vacation & Life Balance Days*** – Those vacation days and life balance days already accrued up to the effective date of employee's enrollment in ACP shall be paid-off at his/her regular hourly rate of pay upon entering ACP. For the duration of the employee's participation in the ACP program, s/he shall not accrue additional time off.
- ***Sick Leave*** – Those sick leave days already accrued up to the effective date of the employee's enrollment in ACP shall be frozen and restored if and when the employee opts out of ACP and begins participating in the regular Benefits Program.

However, if an employee retires or is vested in the Pension Plan at the time of termination from his/her employment with the employer while still enrolled in ACP and if his/her sick leave account has 250 or more hours, all of the employee's sick leave account balance shall be converted to Credited Service for the purpose of calculating the employee's monthly retirement benefit, as outlined in the parties' Collective Bargaining Agreement.

d.) ***Retiring While on ACP***

If an employee retires as an ACP participant, s/he will not be eligible for any Company-paid post-retirement benefits such as Health Plan, Life Insurance, etc. The enrollment form of ACP will clearly state that any employee who retires while enrolled in ACP will not be eligible for these benefits, and that his/her enrollment is irrevocable for the payroll calendar year.

Section 4 – Eligible Benefits

Employees participating in ACP shall be entitled to the following benefits:

- a.) ***Pension*** – Employees shall continue to accrue Pension Service for the purposes of vesting in the pension plan while enrolled in ACP. Likewise, the employees shall accrue Credited Service which is used to determine

the employees' monthly retirement benefit. Final average pay for calculating the employees' pension shall be based on their base hourly rate of pay (not including the 20% ACP allowance).

- b.) **Unpaid Time Off** – Employees participating in ACP shall be entitled to exercise their seniority for the purposes of bidding for up to two (2) weeks of unpaid time off per year. The employee may carryover one (1) of those unpaid weeks from one year to the next up to a maximum accrual of four (4) weeks. Awarding of such unpaid time off shall be done in the same manner as scheduling paid vacation.

Nothing in this Agreement shall be construed to prohibit the granting of additional unpaid time off (which shall not be unreasonably denied).

- c.) **Holidays** – Employees participating in ACP shall be entitled to receive holiday pay only if they work on a designated holiday. The holiday differential shall be based on the employees' base rate of pay (not including the ACP allowance of 20%).
 - d.) **Jury Duty** – Employees participating in ACP who are called for Jury Duty service shall be paid at their ACP rate of pay (hourly base rate of pay + 20% ACP allowance) less any remuneration for jury duty in accordance with the provisions of the parties' Collective Bargaining Agreement.
 - e.) **Employee-Purchased Life Insurance** (if they are otherwise entitled to receive such benefit)
 - f.) **Dependent Care Plan**
 - g.) **Health Care Spending Account**
 - h.) **Commuter Choice Plan**
 - i.) **KP 401(k) Plan**
 - j.) **Survivor Assistance** (benefit paid at the base wage rate not including the 20% ACP allowance)
 - k.) **Tuition Reimbursement**
 - l.) **Unpaid Leaves** (leaves without pay or benefits associated with them)
 - m.) **Parent Medical Coverage**
- Section 5 – Effect on Other Pay

An employee who participates in ACP shall be entitled to all premium pay and differentials as any other benefit-status employee is entitled to receive except

that when calculating the amount of the premium pay/differential, the amount shall be based solely on the base rate of pay (not including the ACP allowance of 20%).

50. STEWARD SUPPORT

The parties have agreed that we share a joint commitment to implement improvements in areas of support for Union Stewards, below, to recognize and enhance their vital role in the workplace. The following are in addition to contractual provisions:

1. Joint Training Programs – Supervisors & Stewards – Training for supervisors on the role and functions of stewards and understanding the CBA and its intent. Training on the contract and labor management relations, communications and dispute resolution methods. Kaiser paid time for stewards to attend training. Regional and Local meetings of the Union and Labor Management Groups.
2. Jointly promote greater utilization of more stewards. A better process by which to release stewards for activities. Coordination between supervisors concerning steward release All grievances to be held on the clock and if a steward has to come in on day off, they get paid. More paid time allowed for stewards.
3. Mutually accessible archival system – For grievances and arbitrations, so both parties are not "re-inventing the wheel".
4. The Steward / Mentor Program allows both the senior Stewards and the new Steward to work on grievances and issues in the workplace while on company time.
5. Stewards to be involved in operations. Regular education meetings with stewards to discuss operational goals.
6. Mutual respect reinforced consistently and in training programs. Eliminate retaliation for acting as steward. Promote communication between administration and union stewards/union representatives.
7. Joint committee established by senior partnership council to address supervisor issues. Make union relations a part of management evaluation.
8. To establish a Local 399 union office at each facility for stewards, liaison and union staff use with secure mail, use of fax, telephone, copier, computer and e-mail for union communication as well. Computer supplied by Union at each facility for members to access information (future).

9. Joint recognition for stewards, management and physicians who promote partnership and better employee relations.

51. ON-CALL CONVERSION

Three (3) months after an employee is hired into an On-Call position, a joint (union and management) informal review will be conducted to determine the following:

- a.) If the employee, over the three-month period, has been scheduled in a manner consistent with the original On-Call posting (Intermittent Hours), then no change will occur.
- b.) If the employee, over a three month period, has worked beyond intermittent hours in the same department, not consistent with the original posting, or without mitigating circumstances (such as vacation, LOA, sick leave replacement, or volume fluctuations), then a joint decision will be made to post the hours or position.

If the three month informal review is not conclusive and/or mitigating circumstances (such as vacation, LOA, sick leave replacement, or volume fluctuations) existed, a joint formal review will be conducted a six (6) months following the employee's hire date and steps (a) or (b) above will be enacted, except that in (b) above, ongoing "mitigating circumstances" may be included as regular hours and will be given significantly less weight. If the employee has worked beyond intermittent hours without mitigation, the hours or position will be posted.

Hours posted as a result of these reviews may first be claimed by part-time employees to increase regular hours or change status to full-time pursuant to Article XII, Paragraph 1204 and then pursuant to Article XX of this Agreement.

Joint Reviews, as outlined above, of On-Call Positions will be conducted at any time upon request by the Union or Management in a timely manner.

52. RETURN TO WORK PROGRAM (INDUSTRIAL ACCIDENT & MEDICAL LEAVE) AND HEALTH AND SAFETY COMMITTEES

A task force is to be established by the Southern California Labor/Management Council. The task force is to be comprised of bargaining unit employees, appointed by SEIU Local 399, and management employees selected by the Service Area Managers and Medical Group Administrators.

The joint task force should be charged with responsibility for determining a process by which employees may be returned to work following a Medical Leave of Absence or Industrial Injury/Illness.

The Joint Committee should address such issues as:

- The development of a single Modified Work Program.
- The determination of a process for cataloging on-going cross training programs and how employees may access.
- A method for supporting an employee's return to work from Medical Leave or Industrial Injury/Illness beyond bidding on an open position.
- Development of a mechanism by which employees returning from Medical Leaves or Industrial Injury/Illness may be returned to a job equal to that which they last worked or a new position within the skills and abilities of the returning employee.

Additionally

The parties agree to the appointment of Bargaining Unit Members (Union designated) to existing Medical Center based Health and Safety Committees and to ensure their participation on future such committees. If necessary, the charter of these existing committees will be broadened to include the following issues:

- Evaluation of departments experiencing excessive employee injury and illness and to recommend any changes that are responsive to such conditions (e.g. ergonomic modifications to work area, chairs, desks, training, prevention programs, etc.).
- To recommend systems designed to prevent injuries, prevent illnesses, and promote wellness in the workplace.

The above committees could also discuss other joint commitments including:

- Better training, including "train the trainer" programs (for in-service) for health and safety concerns, haz-mat training, injury prevention, compliance with OSHA, NIOSH and other regulatory standards, etc.
- Incentive programs to reward injury free departments.
- Appropriate and maintained equipment and the effect on injury rates.

53. STATUS 5 AND EXEMPT JOB REVIEW FOR INCLUSION IN THE BARGAINING UNIT

As part of these negotiations, SEIU Local 399 has requested and received a list of employees identified as Status 5. The Union has also requested a list of Exempt Non-Supervisory positions for the purpose of reviewing and determining if these positions should be placed in the 399 Bargaining Unit. The Employer concurs with this review and commits to working collaboratively

with Union Representatives to facilitate the movement of appropriate positions into the Bargaining Unit expeditiously. The Employer further agrees to provide all relevant information, in a timely manner, necessary to make the above determinations.

The parties agree that it will take no longer than 3 months following ratification to conclude this process. To that end, the Employer and Labor will work collaboratively over the next three (3) months to conclude this work.

Committee members shall be restricted to three (3) Union Representatives and three (3) Employer representatives at any given meeting. Union employees involved shall be paid for time spent in this committee and its activities.

In the event of a dispute, the dispute shall be submitted to the procedure in Section 2C of the National Agreement.

54. GRIEVANCE AND ARBITRATION

The parties have agreed that we share a joint commitment to develop and implement improvements in the grievance and arbitration process. The parties also agree that within the overall goal, the necessity to resolve disputes in a collaborative and timely manner is essential.

It is to that end that the following interests were jointly developed. The list is not all – inclusive nor does it suggest any priority order.

1. Determine a common outcome when either party misses the time limits.
2. Dramatically expand communication between the parties in the interest of mutual cooperation and issue resolution. Elements of such expanded communications should include timely and thorough exchange of data, statements and physical evidence at the outset of the grievance process. Develop a grievance, arbitration, settlement archive accessible to both parties. Develop a mechanism to jointly track grievances and resolutions in order to monitor trends and highlight recurring problems and address them.

3. Develop processes designed to enhance the timely investigation of grievance and arbitration issues. Opportunities for such enhancement should include joint investigation by mutual agreement. Adherence to precedent setting resolutions as a guide for resolution of subsequent issues of an equal or similar nature; and the development of a format by which representatives can provide a thorough explanation of the issue under consideration and the expected resolution.
4. The parties recognize that the CIC (Common Issues Committee) is working on Partnership issues related to "alternative to discipline" and as the work is finalized the results will be incorporated into the goals of this letter of understanding where mutually agreeable.
5. Determine and develop mechanisms for problem resolution to include an expedited process for data driven issues and an early review by decision-makers to determine the validity of grieved issue(s) in a timely manner.
6. Examine, modify, and increase the effectiveness of the current expedited / panel arbitration processes. Areas for such examination should include but not be limited to the shortening of time allotted for the presentation of arbitrations; scheduling arbitrators a year in advance to a minimum of two arbitrations per month per arbitrator to access arbitrations sooner; Commit to hearing cases that have been scheduled and minimize cancellations; Commit to the availability of all necessary parties during scheduled arbitrations.
7. Tracking solutions of grievances at any individual step(s). Identify costs related to processing grievances, conducting arbitrations, and the subsequent aggregate cost of settlements.

55. EQUIPMENT AND SUPPLIES

The parties agree to the appointment of Bargaining Unit Member(s) from the three (3) groups defined as Patient Care/Technical, Processing/Computer Operations and Service, Maintenance and Production (Union designated) to existing Product Evaluation Committees and to ensure their participation on future such committees. Time spent on such committees will be Employer paid.

Every Medical Center will establish department team meetings at each Medical Center. Time will be allotted to review and recommend the development of, or modification to existing par levels for work areas where a high volume of equipment and supplies must be maintained and drawn from on a daily/weekly basis to meet on-going operational needs (e.g. Central Supply). Additionally, the necessity to secure storage areas and the assignment of keys to designated individuals should also be reviewed.

The parties further agree that department teams will establish, assess and where necessary, recommend the establishment of, or modification to a joint process for ordering supplies and equipment in areas necessitating a high volume of supplies. Such department teams will also be utilized to discuss emerging technologies and determine jointly how such changes will be integrated into an affected department.

Other areas for discussion and joint determination, during the above staff meetings are as follows, but not limited to:

- In-service on the proper utilization and maintenance of equipment.
- Where it doesn't currently exist, the necessity for regular inventory of supplies and equipment
- The establishment of and/or improvement of an effective reporting and response method for equipment malfunctions.
- A more effective system of Bio-Med checks of equipment.
- Should the department team be unable to resolve their issue(s) at their level, the issue(s) will be forwarded to the appropriate medical center's product evaluation committee members.

56. JOB EVALUATION

Joint Committee - Pay Grade Relationships, Modification of the Evaluation Manual and Modification to Rate Ranges

Following ratification of the 2000 Labor Agreement, the parties agree to meet to complete the defined work related to re-alignment of the current Pay Grades identified by Labor and Management; re-alignment of the Evaluation Manual, and also to modify pay rate ranges. Further, the parties agree that there is not enough money in the equity fund (the amount defined by the CIC (Common Issues Committee), to implement the necessary modifications, after the parties have concluded negotiations over these equity funds, the work will be completed and placed on hold until sufficient funding is available to implement. The work of this committee shall be coordinated and merged with the work and timing of the process identified in Section 9 - 2nd Year Equity, of the "Union Settlement Proposal" dated September 12, 2000.

Committee members shall be restricted to six (6) Union representatives and six (6) Employer representatives at any given meeting. Union employees involved shall be paid for time spent in this committee and its activities.

In the event of a dispute, the dispute shall be submitted to the procedure in Section 2C of the National Agreement.

57. "OTHER OBLIGATIONS"

The parties have agreed that if the Employer is contemplating a change to the Uniform Policy, they shall meet and confer with the Union.

The parties acknowledge that Part Time, Temporary and On-Call employees have an obligation to pay Union Dues and the Employer will be kept informed of current dues and initiation rates by the Union.

The parties agree to let the following Agreements from the 1996-2001 Agreement expire with the understanding that employees covered by those agreements have continued rights as described in each: Health Plan Eligibility, Sick Leave Pay-off, Financial Counselor

58. ADVANCED STEP PLACEMENT AT HIRE

Advanced Hiring Criteria

The parties agree that prior to the implementation of the Advanced Hiring Criteria a legitimate recruitment problem must exist. Further, the Employer will notify the Union prior to the implementation of its intent to utilize the Advanced Hiring Criteria and, upon request of the Union, the Employer will supply a list of all impacted employees in the affected classification.

It is understood that once Advanced Hiring is implemented for a particular classification, it will remain in place for the duration of the current Collective Bargaining Agreement, unless the parties mutually agree that the recruitment problem is resolved, at which time the Employer will discontinue using the Advanced Hiring criteria for the affected classification.

<u>Process years of experience</u>	<u>Hire rate</u>
New Grad or Less than 1 year of experience	Start Rate – Step 1
One (1) or more years of experience	Two Year Rate – Step 3

Advanced hiring criteria will be applied classification-wide unless the parties mutually agree to utilize the procedure noted in the paragraph below. When new hires are hired-in at the two (2) year (Step 3) rate, all current employees in the effected classification will be advanced to the two (2) year (Step 3) rate and their service date shall not be changed. The effective date of such advancement shall be the date the first new-hire in the classification is hired at the two (2) year (Step 3) rate.

The parties recognize that there may be special circumstances where recruitment issues are restricted to a specific geographic or functional location within a classification (i.e. Service Area or Medical Center). If the parties mutually agree that such a situation exists, Advanced Hiring criterial will be applied in the classification at the specific, mutually agreed upon geographic or

functional location. In such cases, existing employees in the classification at the specific geographic or functional location will be advanced to the two (2) year (Step 3) rate as outlined above.

59. JOB SECURITY, EDUCATION AND TRAINING

The skills needed by employees in today's and tomorrow's workplace are changing at an ever increasing pace. To be the Health Care Employer of Choice and a highly regarded and well managed organization, Kaiser Permanente is committed to making resources available to our employees to assist in areas of education, training, re-training, and workforce planning. We acknowledge that we have a responsibility to contribute to our future employment needs in a proactive fashion. We are therefore interested in enhancing the skills, and thereby the marketability and employability of our workforce. Due to sweeping changes in health care, we are committed to working with Local 399, to keep them informed of our activities, discuss plans, share ideas and provide a forum for their input.

The following describes areas where the Employer and the Union can work together to assist Kaiser Permanente employees:

Section 1. Workforce Training, Re-training, Education and Job Placement

a.) Job Training

Plan and coordinate training, re-training, education and career advancement programs both internal and external to the organization. Displaced employees will receive up to 160 hours paid training time for vacant positions for which an employee can qualify with such training.

b.) Workforce Forecasting, Utilization And Planning

Forecast and communicate future job trend and emerging skill requirements to employees, as well as license and certification changes, and new technologies affecting future careers.

Analyze utilization of full-time, part-time, and on-call staff to determine ways to create more full-time positions and appropriate utilization of part-time and on-call status employees which may include using staff across departmental, entity and MSA lines.

Forecast human resource needs and proactively commit to the placement of displaced employees into vacant positions for which they qualify or can perform the responsibilities with minimal training.

c.) Skill Expansion

Teach employees new skills, or enhance skill proficiency, to enable them to perform current or future job responsibilities, and increase their marketability and employability.

d.) Performance Planning

Assist employees in understanding the goals and needs of the organization and help them to create plans that align their career objectives with organizational human resource needs.

e.) Eliminating Barriers

Work with the Union to identify and eliminate contractual barriers, including re-examination of current minimum job requirements, and change management practices which will enhance employee job security and upward mobility.

f.) Job Counseling Services, Skill Assessment And Career Development

Provide job counseling services to employees and assist them using various tools to assess skills, interest areas and formulate individual career plans.

g.) Develop A Communication Plan

Work with the Union on developing communication plans that will keep employees informed of activities and create mechanisms for employee input concerning ideas, suggestions and activities for Kaiser Permanente and the Union to consider.

Section 2 – Services to Displaced Employees:

- (Provided the terms and conditions of the National Agreement on Employment and Income Security are followed)

a.) Outplacement Services

Prepare displaced employees in seeking employment by assisting them with job search techniques such as resume preparation, interviewing and networking skills, and provide access to support services such as telephones, office space and personal computers. Funding opportunities can be expanded which could assist displaced employees through the work of the Joint Labor Management Community Services Committee as employees may secure employment in the community under this program.

b.) Linkages with Community

Create links with the community to assist displaced employees in securing outside employment, keep abreast of industry changes, identify possible community placement sources and opportunities for marketing skills.

c.) Training

Provide skills training to assist displaced employees in competing for both internal and external positions using workforce planning and forecasting to identify potential internal placement sources.

d.) Rehiring of Displaced Employees

Priority consideration for employment will be given to qualified referrals for future job placement within the organization. Within 90 days of contract implementation, the Employer will develop an internal matching system for placement of laid-off employees into vacant positions throughout the region prior to filling positions by outside hires.

e.) Severance Programs

The 1996 Severance Program assists employees by providing income protection and extended health care benefits based on length of service and other eligibility factors. Continuance or modification of the Severance Program will be negotiated on an annual basis.

f.) Supplemental Income

All eligible employees laid off by the Employer will be entitled to receive unemployment insurance in compliance with the State of California.

Section 3. Funding – Joint Education/Training Fund

In addition to carrying over unspent funds from the 1996 contract, the Employer will continue the jointly administered fund with an additional \$200,000.00 on January 1, 2001; \$200,000.00 on January 1, 2002; \$200,000.00 on January 1, 2003; \$200,000.00 on January 1, 2004; \$200,000.00 on January 1, 2005. Each of the increases or any unused portion of the increase may be carried forward until the expiration of the current agreement. The purpose of the fund is to maximize training, re-training, education, skill enhancement and career advancement opportunities with the Employer for employees represented by Local 399, and to meet identified human resource needs as joint labor management initiatives. Additional funding will be solicited from State, Federal, and other sources in collaboration with the Union. Fund expenditures will be jointly made. Employees in fund Programs are qualified to receive severance benefits which are in place at the time of lay off.

60. IN-HOUSE TRAINING PROGRAMS

The parties agree that the implementation dates noted on items 1 through 7 are best case estimates and the implementation of the Programs need additional study and resource allocation. In an effort to answer cost and training capability questions, an initial expenditure of JSET Funds will be utilized to conduct a Joint Study regarding the programs. JSET Funds will also be utilized to fund the development and implementation of agreed upon programs. Further, the parties agree that development and implementation of the recommended training programs are dependent on the availability of funding. The committee should also be charged with responsibility for determining employee access to available training, employee placement following training and continuation of such programs. In an effort to ensure start-up and continuation of such programs, the parties commit to make every effort to locate additional funding through grants and other internal resources.

1.) LVN Career Ladder Program

No later than March 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit LVN I/II to assume LVN III positions. Volunteers for such training shall be accepted in seniority order commencing with the most Senior LVN I/II, regardless of the employee's lack of prior experience.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No LVN shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than _____ months in duration. In the event a participant fails to pass the program, the LVN shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as "LVN License Required - Willing To Train" and shall be available to internal LVN I/II applicants only. Identified vacancies shall be frozen to external applicants; however vacant positions may be filled temporarily with "On-Call", Registry or Traveler LVNs.

Depending on the numbers of bargaining unit LVNs desiring to enter the Program, the Employer agrees to train no less than twenty (20) enrollees in the first offering of the Program.

In the event there are fewer than five (5) applicants for the initial Program or future Programs, this Agreement shall be null and void. In the event there are more than twenty (20) applicants for the initial program and provided there are at least five (5) LVN III vacancies, the

Employer commits to a ongoing training program until all applicants are accommodated or the need to fill vacancies subsides.

Notwithstanding the above, it is the intent of the Employer to provide ongoing training to internal bargaining unit employees throughout the term of this Agreement in order to fill vacancies and to be prepared for potential vacancies. To this end, the Employer will continue to work together with the Union during the term of the contract to ensure training opportunities even when there are not large numbers of vacant positions.

Upon completion of the Program, the applicant LVN I/II shall be promoted to and assigned the LVN III position for which he/she applied.

Nothing herein is intended to infringe upon the transfer rights of bargaining unit LVN III's.

2. Ward Clerk Transcriber Training Program

No later than March 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit employees to Ward Clerk Transcriber positions. Volunteers for such training shall be accepted in seniority order commencing with the most Senior qualified bargaining unit employee, regardless of the employee's lack of prior hospital or Ward Clerk experience. Minimum requirements will be jointly determined by the Union and Employer.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No employee shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than _____ weeks in duration. In the event a participant fails to pass the program, the employee shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as Ward Clerk Transcriber - Willing To Train" and shall be available to internal bargaining unit applicants only. Identified vacancies shall be frozen to external applicants; however vacant positions may be filled temporarily with "On-Call", Registry or temporary employees.

Depending on the numbers of bargaining unit employees desiring to enter the Program, the Employer agrees to train no less than ten (10) enrollees in the first offering of the Program.

In the event there are fewer than three (3) applicants for the initial Program or future Programs, this Agreement shall be null and void. In

the event there are more than five (5) applicants for the initial program and provided there are at least three (3) vacancies, the Employer commits to a ongoing training program until all applicants are accommodated or the need to fill vacancies subsides.

Notwithstanding the above, it is the intent of the Employer to provide ongoing training to internal bargaining unit employees throughout the term of this Agreement in order to fill vacancies and to be prepared for potential vacancies. To this end, the Employer will continue to work together with the Union during the term of the contract to ensure training opportunities even when there are not large numbers of vacant positions.

Upon completion of the Program, the applicant shall be assigned the Ward Clerk Transcriber position for which he/she applied.

Nothing herein is intended to infringe upon the transfer rights of bargaining unit employees.

3. Diagnostic Imaging Technologist Program

No later than March 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit Diagnostic Imaging Technologist to higher level Tech positions. Volunteers for such training shall be accepted in seniority order commencing with the most Senior qualified bargaining unit employee. Minimum requirements will be jointly determined by the Union and the Employer.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No employee shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than 8 weeks in duration. In the event a participant fails to pass the program, the employee shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as "Diagnostic Imaging Technologist" [MRI Tech, (Level III Angio Tech, CT Tech) Mamo Tech II] – Willing To Train" and shall be available to internal bargaining unit applicants only. Identified vacancies shall be frozen to external applicants; however vacant positions may be filled temporarily with "On-Call", Registry or temporary employees.

Depending on the numbers of bargaining unit employees desiring to enter the Program, the Employer agrees to train no less than sixteen (16) enrollees in the region (2 per Medical Center) in the first offering of the Program.

In the event there are fewer than three (3) applicants for the initial Program or future Programs, this Agreement shall be null and void. In the event there are more than five (5) applicants for the initial program and provided there are at least three (3) vacancies, the Employer commits to a ongoing training program until all applicants are accommodated.

Notwithstanding the above, it is the intent of the Employer to provide ongoing training to internal bargaining unit employees throughout the term of this Agreement in order to fill vacancies and to be prepared for potential vacancies. To this end, the Employer will continue to work together with the Union during the term of the contract to ensure training opportunities even when there are not large numbers of vacant positions.

Upon completion of the Program, the applicant shall be assigned the applicable Tech level position for which he/she applied.

Nothing herein is intended to infringe upon the transfer rights of bargaining unit employees.

4. **Surgical Technologist Career Program**

No later than October 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit Surgical Techs or any other Local 399 member who has successfully completed an accredited Surgical Technology Program, to learn advanced skills and multiple procedures or to become qualified for a Surgical Technologist I entry level position. Volunteers for such training shall be accepted in seniority order commencing with the most Senior qualified bargaining unit employee.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No employee shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than 8 weeks in duration. In the event a participant fails to pass the program, the employee shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted Surgical Tech I / II – Willing To Train" and shall be available to internal bargaining unit applicants only. Identified vacancies shall be frozen to external applicants; however vacant positions may be filled temporarily with "On-Call", Registry or temporary employees.

Depending on the numbers of bargaining unit employees desiring to enter the Program, the Employer agrees to train no less than ten (10) enrollees in the first offering of the Program.

In the event there are fewer than three (3) applicants for the initial Program or future Programs, this Agreement shall be null and void. In the event there are more than five (5) applicants for the initial program and provided there are at least three (3) vacancies, the Employer commits to a ongoing training program until all applicants are accommodated.

Notwithstanding the above, it is the intent of the Employer to provide ongoing training to internal bargaining unit employees throughout the term of this Agreement in order to fill vacancies and to be prepared for potential vacancies. To this end, the Employer will continue to work together with the Union during the term of the contract to ensure training opportunities even when there are not large numbers of vacant positions.

Upon completion of the Program, the applicant shall be assigned the Surgical Tech level position for which he/she applied.

The core learnings and abilities required of the Surgical Tech II level will be jointly determined by the Union and the Employer. Upon reaching agreement on the core learnings and abilities required, each Surgical Tech will be evaluated to determine current level attained. Those Techs who are already functioning at a II Level will be reclassified upward no later than the first day of the first pay period of the month of October 1, 2001.

Nothing herein is intended to infringe upon the transfer rights of bargaining unit employees.

5. Cardiac Cath Diagnostic Imaging Technologist

No later than March 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit Diagnostic Imaging Technologist to higher Cardiac Cath Diagnostic Imaging Technologist positions. Volunteers for such training shall be accepted in seniority order commencing with the most Senior qualified bargaining unit employee. Minimum requirements will continue as jointly determined by the Union and the Employer.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No employee shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than 6 months in duration. In the event a participant fails to pass the program, the employee shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as "Cardiac Cath Diagnostic Imaging Technologist – Willing To Train" and shall be available to internal bargaining unit applicants only. Identified vacancies shall be frozen to external applicants; however, vacant positions may be filled temporarily with On-Call, Registry, or temporary employees.

Depending on the number of bargaining unit positions available, the Employer agrees to train no less than the number of employees needed to fill the vacancies.

Upon completion of the program, the applicant shall be assigned to the applicable Cardiac Cath Diagnostic Imaging Technologist position for which he/she applied.

This agreement shall not negate prior agreements for internal training and upgrades.

Nothing herein is intended to infringe upon the transfer rights of bargaining unit employees.

6. Cardiac Cath Technologist

No later than March 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit employees to higher level Cardiac Cath Technologist positions. Volunteers for such training shall be accepted in seniority order commencing with the most Senior qualified bargaining unit employee. Minimum requirements will continue as jointly determined by the Union and the Employer.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No employee shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than 6 months in duration. In the event a participant fails to pass the program, the employee shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as "Cardiac Cath Rad Technologist – Willing To Train" and shall be available to internal bargaining unit applicants only. Identified vacancies shall be frozen to external applicants; however, vacant positions may be filled temporarily with On-Call, Registry, or temporary employees.

Depending on the number of bargaining unit positions available, the Employer agrees to train no less than the number of employees needed to fill the vacancies.

Upon completion of the program, the applicant shall be assigned to the applicable Cardiac Cath Technologist position for which he/she applied.

This agreement shall not negate prior agreements for internal training and upgrades.

Nothing herein is intended to infringe upon the transfer rights of bargaining unit employees.

7. Central Processing Technician "CST"

No later than March 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit employees who have successfully completed an accredited CST program, to become qualified for a CST entry level position. Volunteers for such training shall be accepted in seniority order commencing with the most Senior qualified bargaining unit employee. Minimum requirements will continue as jointly determined by the Union and the Employer. The experience requirement will be waived.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No employee shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than 6 months in duration. In the event a participant fails to pass the program, the employee shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as "Central Supply Tech – Willing To Train" and shall be available to internal bargaining unit applicants only. Identified vacancies shall be frozen to external applicants; however, vacant positions may be filled temporarily with On-Call, Registry, or temporary employees.

Depending on the number of bargaining unit positions available, the Employer agrees to train no less than the number of employees needed to fill the vacancies.

Upon completion of the program, the applicant shall be assigned to the applicable Central Processing Technician position for which he/she applied.

This agreement shall not negate prior agreements for internal training and upgrades.

Nothing herein is intended to infringe upon the transfer rights of incumbent Central Processing Technicians.

61. **2ND YEAR EQUITY – NEW JOB DEFINITIONS**

The purpose of this letter is to set forth the understandings reached in negotiations concluded November 29, 2001 which are effective through the term of the current contract and are fully enforceable through the grievance and arbitration provisions of the contract.

a.) **Medical Assistant (New)**

A new job description will be developed for Medical Assistant that will reflect the job duties of a Clinic Assistant and set forth a minimum requirement that the position require education as a "Certified Medical Assistant".

Current Clinic Assistants will be evaluated for proper level placement at either the MA or Clinic Assistant level. Those who are Medical Assistant certified will receive upward wage adjustment retroactive to October-1, 2001. Should the employee's file not contain documentation of MA certification, the Clinic Assistant will be asked to provide documentation. All Clinic Assistants who possess the MA certificate shall be placed in the Medical Assistant classification.

Clinic Assistants who possess MA certification will be placed into the MA classification even if certification was not a "minimum requirement" of the job he or she was hired into or transferred into.

Current Clinic Assistants who have not already been required to complete the employer's "enhanced Otraining program" will not be required to do so.

The evaluation process will be completed no later than January 31, 2002.

b.) LVN II AND III

The job requirements for an LVN I position will immediately be modified to require no more than 1 year experience in a clinic or acute care setting, an LVN license and CPR card.

The Employer and the Union will jointly develop new job description outlining the minimum requirements for the LVN II and III positions. The parties shall also jointly develop an evaluation process to determine which LVNs are to be retro-actively placed at the II or III level retroactive to October 1, 2001.

An LVN II level position applies to work assignments in GI Lab, Immunization Clinic, HIV Clinic, ENT, Employee Evaluation, Home Health, Oncology, General Surgery, Orthopedics, or Allergy or in positions that required at the time of hire (or subsequently), that an LVN have a certificate (e.g. BCLS), specialized training, special skills or more than 1 year of experience as an LVN in a clinic or acute care setting.

An LVN III level position applies to any LVN position that required at the time of hire (or subsequently) that an LVN be IV Certified or to any LVN that utilizes IV skills in the course of this/her employment.

The joint evaluation process will be completed no later than February 28, 2002.

It is not the intent of this agreement that any current LVN be reduced in pay or classification.

It is the intent that LVNs who desire to be trained to attain level II or III, be trained in seniority order before any level II or III is hired from the outside.

c.) Respiratory Care Practitioner I, II and III

The Employer and the Union will jointly develop a new job description outlining the minimum requirements for the RCP II and III positions.

An RCP II level position, applies to work assignments requiring an RCP to be trained to work in any Adult Critical Care area or any general Pediatric Care area.

An RCP III level position applies to work assignments requiring an RCP to be trained to work in any NeoNatal, Critical Care or Pediatric Critical Care area. RCPs will be evaluated to determine proper level placement retroactive to October 1, 2001 through a process of file review, or through skills validation, should the file not contain such validation. The

joint evaluation process will be completed no later than January 31, 2002.

A Labor/Management Committee will jointly develop and conduct a skills validation process should it be necessary to evaluate current employees or new hires.

It is the intent that Respiratory Care Practitioners who desire to be trained to attain level II or III, be trained in seniority order before any level II or III is hired from the outside.

d.) Surgical Tech II (New)

The Employer and the Union will jointly develop new job description outlining the minimum requirements for the Surgical Tech II position and jointly evaluate Surgical Techs to determine proper level placement retroactive to October 1, 2001 at the II level.

A Surgical Technologist II level position applies to Surgical Technologists who (1) possess the equivalent of 2 years full-time experience in an acute care OR setting, and (2) qualifies as a "first scrub" in more than one specialty area (e.g. Gastro-Urinary, Vascular, ENT, OB/GYN, etc.) and (3) is LCC-ST credentialed.

Credentialing will not be required for level II placement for employees hired prior to November 30, 2001.

The evaluation for proper level placement shall be based on the Supervisor's evaluation of meeting the 2-year equivalent experience requirement, multiple specialties qualification as "first scrub, and a file review for LCC-ST, if needed.

Any Surgical Technologist may challenge the Supervisor's denial of level II placement through taking a skills validation test jointly developed by a L/M Task Group to ascertain multiple specialties qualification. This test may be taken two times in a 30-day period but not more often than every six months.

It is the intent that any Surgical Technologist who desires training in multiple specialties, be provided such training and that the training be offered based on Seniority. It is the intent that Surgical Technologists who desire to be trained to attain level II, be trained before any level II is hired from the outside.

e.) Central Supply Tech II

The Employer and the Union will jointly develop new job description minimum requirements for the Central Supply Tech II position and jointly

evaluate Central Supply Techs to determine proper level placement retroactive to October 1, 2001.

CST "certification" will not be a requirement to become a level II.

A Central Supply Tech II level position applies to CST's who demonstrate through standardized testing the ability to accurately pack OR instruments (correct instruments in appropriate position and sequence).

A joint L/M work group will develop and administer a standardized test that any Central Supply Tech may access to demonstrate level II abilities. The test will be developed and administered to current staff no later than February 28, 2002. The test may be taken 2 times in a 30-day period. Future ability to promote to Level II will be based on the availability of a posted vacant level II position. For entry into a level II position, testing will be required for both promotion from level I and for outside hires.

It is the intent of the Employer to train level I 399 represented employees, in seniority order, before filling any level II position through outside hire.

1. On-Call and Lead Positions

Wages and wage scales shall be adjusted retroactive to October 1, 2001 for all On-Call and Lead positions to maintain the appropriate higher rate of pay of On-Call and Lead Positions.

Current Leads shall be adjusted to the appropriate Lead classification and pay level based on meeting the requirements of the position (e.g. a current Lead LVN II who meets the qualifications for a new LVN III would become a Lead LVN III and paid 5% above the LVN III level). It is not the intent of this agreement to eliminate any Lead positions or that any Lead be demoted in classification or pay.

2. Local 399 Member Labor/Management Trust Contribution

This Agreement provides funding for 399 represented employee contributions to the LMP Trust as follows:

Effective: 01/01/2002 –.06/hour/employee
 10/01/2003 –.07/hour/employee
 10/01/2004 –.08/hour/employee
 10/01/2005 –.09/hour/employee

Since 2nd year equity dollars were used to fund this contribution, there will be no reduction to future annual pay increases during the term of the

contract and no payroll deductions to fund the employee's L/M Trust obligations.

October, 2001 Through December, 2001 Lump Sum

The agreed upon delay of 399 represented employee contribution to the LMP Trust of .06/hour/employee from October 1, 2001 through December 31, 2001 has generated \$351,859.00 in one time funds.

The parties agree that these funds shall be used jointly and administered through a Labor Management Committee to plan and schedule a series of Kaiser/Local 399 employee recognition events during the term of the contract.

62. RESOURCE NETWORK

The following represents the terms and conditions under which the SEIU Local 399 Resource Network will be implemented. Except where the parties specifically agree in writing, all terms and conditions of the collective bargaining agreement apply.

The Resource Network will function, on a trial basis, for one (1) year. On conclusion of the year the parties will meet to determine the necessity for modification or discontinuance of the program. Should the parties agree to the permanent continuance of the program, a letter of agreement will be drafted and signed by the parties. It was agreed that during the first year of this pilot operation, we would meet at least once every 90 days to assess operations and resolve issues which arise. It is also clear that meetings may occur more frequently as dictated by the nature of issues which arise, or if grievances are filed.

Resource Network employees will be utilized in accordance with Article V, paragraph 517, item #10 of the Collective Bargaining Agreement.

Further, it is understood that the posting of specific hours for the part-time positions is on a non-precedent setting basis and will not serve as a basis for resolving grievances or arbitrations involving such postings.

Employees may work in more than one classification only if the contractual pay ranges are exactly the same.

Full-time positions will be posted with shift and hours of work. Part-time positions will be posted with shift and hours of work.

Where applicable, employees must make themselves available for a work assignment of two weekends each month. Employees must commit to work at least three (3) designated holidays per year and one of the holidays must be either Christmas or Thanksgiving.

Seniority Language for Resource Network Handbook

1. Entering the Resource Network Pool

Employees will use Bargaining Unit Seniority into the Resource Network Pool.

2. Assignment of Work

Seniority, for assignment of work, for full-time and part-time employees will be based on an employee's most recent date of hire into a classification covered by the Collective Bargaining Agreement (bargaining unit seniority). Once an assignment is made, an employee will not be displaced by a more senior employee. This language is applicable until full (Regional) implementation of the 399 Resource Network is achieved. It will then be reviewed for continued or modified application.

Prior to the utilization of Resource Network employees, additional straight time hours will be offered per the language of Article V, Paragraph 517 of the CBA.

3. Promotion and Transfers

The Resource Network is the designated department in which a Resource Network employee may utilize "Department Seniority," as defined in Article XX of the Collective Bargaining Agreement, when bidding on posted full or part-time positions.

On date of hire or transfer into the 399 Resource Network, the employee must designate a "Primary" Medical Center. Thereafter, when positions are posted in a Resource Network employee's "Primary" Medical Center, employees may exercise their bargaining unit seniority pursuant to the contract, as following: Regional Services Area/Medical Center Area, MSA, Region.

4. Kaiser Involuntary Time OFF (KIT)

In the event of a KIT situation, Kaiser Resource Network employees will be KIT'd after External Registry, but before employees who work in the affected home department.

5. Reduction in Force

Article XX of the Collective Bargaining Agreement should be applied for Reduction(s) in Force and Recall

In a reduction in force and subsequent recall, the principle of bargaining unit seniority shall govern, providing that merit and ability are adequate.

The Resource Network will be considered the laid off employee's Department as defined in Step four in the Force Reduction process.

Employees who do not qualify for Step 2 or Step 3 of the Force Reduction process, as defined in the collective bargaining agreement, may displace the least senior employees in their current classification, shift, and status in their "Primary" Medical Center Area/Regional Service Area, as defined in #2 of Step 4.

Should a Resource Network employee fail to displace a least senior employee in Step 2, 3, or 4 of the Force Reduction process, then the employee would exercise the rights defined in Step 5 and recall described in the Collective Bargaining Agreement.

In the event of a Resource Network RIF or Termination of the Pilot program, the Union and the Employer shall meet to discuss the application of Article XX of the Collective Bargaining Agreement.

Nothing herein shall preclude the parties from modifying the program or these agreements by mutual agreement.

All other issues raised by either party will be discussed and addressed as appropriate.

Addendum 1 – Corrective Action

The following mutually agreed upon policy is included as an Addendum to the Collective Bargaining Agreement – not as a part of the Agreement – for informational purposes and is subject to change during the life of the contract.

PHILOSOPHY:

It is the philosophy of Kaiser Permanente and the Partnership Unions to recognize the value of all employees and the significant investment each employee represents. Thus, it is the collective intent of the Organization and the Partnership Unions to retain each employee whenever possible. The Corrective Action Process is intended to be an open method that utilizes a collaborative problem solving approach to address issues, emphasizing a non-punitive alternative to correct performance and/or behavioral problems.

PURPOSE:

Through a collaborative process, develop and initiate positive ways to build employees' commitment to the Organization's primary mission (service to our patients) by fostering individual responsibility and accountability for performance and behavior.

LEVELS:

Employees will be notified of their right to representation at all levels of the Corrective Action Process. Employees, who dispute any action under this process, shall have the right to file a grievance at any time during the process, within the timelines specified by the applicable collective bargaining agreement.

a.) Level 1 – Initial Discussion

At this level, the supervisor/department manager will meet privately with the employee and representative of the union (unless such representation is refused by the employee) to clarify the existence and nature of the performance and/or behavioral issue(s). The supervisor's/department manager's primary role at Level 1 is to gain the employee's understanding and agreement to solve the problem.

The focus of the initial discussion is to advise the employee that he/she has a personal responsibility to meet reasonable standards of performance and behavior. The supervisor/department manager and employee should use this opportunity to problem solve the issue(s), clarify expectations, explore and agree on expected behavioral/performance changes, and determine measures of achievement and timelines for improvement. The

Corrective Action Process should be reviewed with the employee to make sure they understand it.

The supervisor/department manager will prepare a written summary of the meeting to include date, participants, issue(s) discussed and agreements reached. A copy of the written summary will be given to the employee and union representative (if involved). The documentation is for information purposes only. A copy of the written summary will be placed in the employee's departmental file for one (1) year, or for a shorter period if agreed to by both parties. A copy of the written summary will not be placed in the personnel file, and it can not be used for purposes of the formal discipline procedure (Levels 3, 4, and 5).

At the conclusion of the agreed upon timelines, the supervisor/department manager will meet again with the employee and representative of the union (unless such representation is refused by the employee) for the purpose of assessing progress or moving the issue forward to the next level if satisfactory progress has not been made.

The supervisor/department manager and labor representative may wish to consult with Human Resources and Union Leadership during the process.

b.) Level 2 – Developmental Action Plan

This level of the Corrective Action Process should be utilized if the employee's performance and/or behavioral problems continue.

The supervisor/department manager will meet privately with the employee and a representative of the union (unless such representation is refused by the employee) to revisit the issue(s)/problem(s) and reinforce the need for the employee to meet reasonable standards of performance and behavior. The discussion will include, but is not limited to, the following: 1) A review of the progress made by the employee, 2) The joint development of a Developmental Action Plan.

The supervisor/department manager and the employee will collaboratively develop this Plan, defining the specific issues related to performance and/or behavior, establish expectations, verify the employee's commitment to the Plan, and establish a time frame for the achievement of performance and/or behavioral expectations. If a representative from the union is present, such representative will be an active participant and assist the parties in reaching agreement.

Based upon agreements reached through consensus, the supervisor/department manager and/or employee will prepare a written memorandum summarizing the agreed upon Developmental Action Plan. The supervisor/ department manager and employee will be asked to sign the memorandum as an expression of commitment to the Plan; and, the union representative will be asked to sign the memorandum as a record of attendance at the meeting. If the employee refuses to participate in the development of the Developmental Action Plan, disagrees with the final version of the Plan, or refuses to sign the Plan, the supervisor/department manager will progress to Level 3 of the Corrective Action Process.

A copy of the Developmental Action Plan will be given to the employee and the union representative (if involved). The Developmental Action Plan will be placed in the employee's departmental file for one (1) year, or for a shorter period if agreed to by both parties. A copy of the Developmental Action Plan will not be placed in the employee's personnel file, and it can not be used for purposes of the formal discipline procedure (Levels 3, 4, and 5).

At the conclusion of the agreed upon timelines, the supervisor/department manager will meet with the employee and a representative of the union (unless such representation is refused by the employee), for the purpose of assessing progress or moving the issue forward to the next level if satisfactory progress has not been made.

The supervisor/department manager and labor representative may wish to consult with Human Resources and Union Leadership during the process.

c.) Level 3 – Corrective Action Plan

This level of the Corrective Action Process should be utilized if the employee's performance and/or behavioral issues have continued, or if the employee disagreed with the final version of or refused to sign the Developmental Action Plan (Level 2). At Level 3, the supervisor/department manager, employee, and a representative of the union (unless such representation is refused by the employee), will meet privately to revisit the Developmental Action Plan, timelines, and progress made.

The preferred outcome of this meeting is that the supervisor/department manager and the employee, through a collaborative process, will mutually agree upon a Corrective Action Plan. The supervisor/ department manager, and/or employee will

prepare this written Plan, which sets forth the agreements made or parameters established for correcting performance and/or behavioral issues, including measures of achievement and timelines for completion. The Corrective Action Plan will include acknowledgement that failure to meet the performance and/or behavioral expectations will result in further corrective action, and may lead to termination. The supervisor/department manager and employee will be asked to sign the Corrective Action Plan as an expression of commitment to the Plan; and, if present, the union representative will be asked to sign the Plan as a record of attendance at the meeting.

However, if the employee refuses to acknowledge the issue, refuses to sign the Corrective Action Plan or agreement can not be reached, the supervisor/department manager will unilaterally prepare and implement the Corrective Action Plan. The Corrective Action Plan will include notification to the employee that failure to live up to performance and/or behavioral expectations will result in further corrective action being taken, which may lead to termination.

A copy of the Corrective Action Plan will be given to the employee and the union representative (if present), or mailed to the union representative if he/she was not present. The Corrective Action Plan will be placed in the department file and the employee's personnel file for one (1) year, or for a shorter period if agreed to by both parties. At this point in the process, the union representative may request and obtain documentation of earlier levels, if desired.

At the agreed upon timelines, the supervisor/department manager will meet with the employee and a representative of the union (unless such representation is refused by the employee), for purposes of assessing progress or moving the issue forward to the next level if satisfactory progress has not been made.

In the event that inadequate progress has been made, the following will be considered in determining if Level 3 should be repeated or the issue should be advanced to Level 4- Day of Decision:

- Severity of the incident
- Frequency of the incident
- Date of the incident in comparison to the date of the Corrective Action Plan
- Previous overall performance
- Tenure of the employee

- Mitigating circumstances
- Commitment of the employee to the overall Corrective Action Plan

Consultation with Human Resources and Union Leadership is strongly encouraged at this level.

d.) Level 4 – Day of Decision

This level of the Corrective Action Process should be utilized when the employee has not shown adequate improvement in performance and/or behavior after completing Level 3.

At the conclusion of the follow-up meeting at Level 3, and after having determined that prior efforts have failed to produce the desired changes, a meeting will be scheduled including the supervisor/department manager, the employee and union representation (unless such representation is refused by the employee). Higher levels of management and union leadership may attend this meeting if desired.

The purpose of this meeting is to review the continuing performance and/or behavioral issues and the lack of adequate improvement. When management decides to invoke a Day of Decision (Level 4), the severity of the situation will be explained to the employee, and a copy of the Draft Action Plan Form will be explained and provided by the supervisor/department manager. The employee will then be placed on a paid "Day of Decision". The Day of Decision is paid to demonstrate the Organization's commitment to retain the employee. The supervisor/department manager will stress the need for the employee to utilize the Day of Decision as a day of reflection and choice. The employee has the opportunity to commit to change their performance and/or behavior and return to the organization, or voluntarily sever the employment relationship.

Management will document the meeting in a memorandum that includes the date, location, attendees, and summary of the discussion.

Upon returning to the workplace, the supervisor/department manager, the employee, and the union representative (unless such representation is refused by the employee), will meet to review the employee's decision. If the employee's decision is to change their performance and/or behavior and continue employment, the employee will submit the completed Draft Action Plan Form upon returning from the Day of Decision. The

supervisor/department manager, employee, and a representative of the union (unless such representation is refused by the employee), will review and incorporate the employee's Draft Action Plan into a Last Chance Agreement. The employee will be required to sign the Last Chance Agreement and will be given a copy. The union representative will be asked to sign the Last Chance Agreement demonstrating their attendance at the meeting and provided a copy, or mailed a copy if representation was refused.

If the employee does not comply (i.e. complete Draft Action Plan Form, commit to change behaviors and/or performance and sign the Last Chance Agreement) or refuses to voluntarily terminate, the employee will progress to Level 5 of the Corrective Action Process.

The Last Chance Agreement will be placed in the department file and the employee's personnel file for one (1) year, or for a shorter period if agreed to by both parties.

At the conclusion of the agreed upon timelines, the supervisor/department manager will meet with the employee and a representative of the union (unless such representation is refused by the employee), for purposes of assessing progress or moving the issue forward if satisfactory progress has not been made.

The supervisor/ department manager and labor representative must consult with Human Resources and Union Leadership at this level.

e.) Level 5 – Termination

If performance and/or behavior issue(s) still persist despite the Initial Discussion, Developmental Action Plan, Corrective Action Plan, and Day of Decision, termination would be the next step in the Corrective Action Process. However, when an employee is on a Last Chance Agreement, and there is a recurrence of an incident after at least six months of acceptable behavior, Human Resources and management will review the incident prior to the discharge of the employee. Based upon this review, management may elect to retain the employee. In certain circumstances, the organization may accept the employee's resignation in lieu of termination.

Appropriate documentation will be given to the employee, union, and placed in the department file and employee's personnel file.

The supervisor/ department manager and labor representative must consult with Human Resources and Union Leadership at this level to determine if termination is appropriate.

MAINTENANCE OF DOCUMENTS / PURGING OF DOCUMENTATION

Documents will be purged from the employee's departmental file and/or personnel file after one year unless there has been a reoccurrence of the same infraction. However, upon mutual agreement, corrective action documentation may be removed from the employee's personnel file prior to the one-year (1) expiration period.

In order to satisfy governmental record keeping requirements, in certain circumstances, purged documentation (Corrective Action Plans, Last Chance Agreements) will be maintained by the employer in a separate file that supervisors/department managers do not have access to.

INVESTIGATORY SUSPENSIONS

In situations where Management determines that removal of an employee is warranted due to the nature of an incident or allegation, such employee will be placed on a paid investigatory suspension. At the conclusion of the investigatory suspension, Management, in consultation with the Union, will determine at what level, up to and including Level 5, to place the employee in the Corrective Action Process.

ACTS OF GROSS MISCONDUCT

Acts of gross misconduct and/or negligence will subject the employee to an accelerated level in the Corrective Action Process (Last Chance Agreement or Termination).

Addendum 2 – Issue Resolution

The following mutually agreed upon policy is included as an Addendum to the Collective Bargaining Agreement – not as a part of the Agreement – for informational purposes and is subject to change during the life of the contract

PHILOSOPHY:

Kaiser Permanente and the Coalition of Kaiser Permanente Unions are aligned together when we express the value of each member of the workforce. The effectiveness of our health care team and our organization are enhanced when we work together to resolve our common issues. We believe that effective problem solving starts with respectful, open-minded informal discussion between the parties who have a stake in the problem before they initiate formal Issue Resolution. If the informal discussion fails to produce a mutually agreed upon resolution to the issue, then the following formal Issue Resolution process will commence. We believe that the formal Issue Resolution process sets the foundation for:

- The resolution of issues in a prompt and cooperative fashion.
- Focusing on what is right vs. who is right.
- Communications that are open, timely, and address issues in a constructive/respectful fashion without fear of retaliation.
- The ownership of issues and problems when and where they occur, through the utilization of an interest based consensus driven process.
- Honoring all agreements.

PROCESS:

Any individual, team member or work team is empowered to bring issues or concerns related to the work place to the attention of another individual, team member or supervisor/manager. Stakeholder(s) bringing the issue or concern forward, have a responsibility to stay actively involved in the issue resolution process (employing the techniques of "Interest Based Problem Solving").

PROCESS COMPONENTS:

Once the "issue resolution process" is determined to be the appropriate vehicle to achieve resolution then the following will occur:

- A clear definition of the issue.
- Identification of interests (individual and in common).
- Generation of possible solutions.

- Agreement regarding criteria.
- Selection of solution elements.
- Develop and implement a comprehensive solution.
- Establishment of a monitoring process.

COMPONENT DEFINITION:

Define the issue. Ensure that the stakeholder(s) involved agree on the issue to be solved.

Identify the interests involved. (Interests refer to the needs or concerns of the stakeholder(s) regarding the issue).

Generation of possible solutions. Use this process as a brainstorming vehicle to generate as many solutions/ options that might resolve the issue. It is expected that the parties involved will be creative in looking for solutions, and are not bound by past practice. If needed, the parties should request additional resources, including neutral facilitation (e.g. trained facilitators within Kaiser Permanente), in support of solving the issue. The exploration of solutions requires the participation of all stakeholder(s) involved.

Agree on Criteria. Determine criteria to be used as a yardstick by which solutions are measured, compared, judged and limitations are defined.

Determine solution elements. By consensus of the stakeholder(s) involved, determine the solutions that meet the agreed upon criteria.

Develop and implement a final resolution. The final resolution is developed and written by incorporating the agreed upon solutions and monitoring process. All solutions or agreements reached through issue resolution must be made by consensus and are non-precedent setting, unless setting a precedent is mutually agreed upon. Unions and management will support the implementation of agreed upon solutions/agreements.

Monitoring / Intervention Process. In order to maximize the efficiency of the issue resolution process, the local Service Area Labor Management Partnership councils are accountable for monitoring the effectiveness of the decisions resulting from this process. The local Service Area LMP Council monthly will review the process, and they will send a yearly report to the Regional LMP Council for their review.

It is the Regional LMP Councils responsibility to review the overall effectiveness of the Process and to make changes as appropriate.

If the solution is in conflict with the collective bargaining agreement(s) or policy then the appropriate union/management representatives must approve the solution. If there is failure to gain approval at the appropriate local level, the issue is to be referred to the SCAL Regional LMP Council for approval.

NOTE: All resolutions resulting with this process must comply with state or federal employment and labor relations laws, and are not in conflict with organizational philosophy.

APPEALS PROCESS:

If after going through the issue resolution process described above, a mutually agreed upon solution has not been reached, the Stakeholder(s) will be responsible for bringing the issue to the Service Area LMP council or designees for review and resolution no later than its next regularly scheduled meeting. Issues resolved by the Service Area LMP council will be communicated back to the Stakeholder(s). Such communication will be in writing and will include the date and location of the meeting, attendees, statement of the issue, and a summary of the resolution including the rationale for the decision.

If consensus is not reached by the Service Area LMP council, the issue will be referred to the SCAL Regional LMP council for review and resolution. The SCAL Regional LMP council will determine if stakeholder(s) need be present, during such review, to provide clarification and any support data necessary to reach a decision. If consensus is reached a written communication will be forwarded to the originating LMP council and will include the date and location of the meeting, attendees, statement of the issue, and a summary of the resolution including the rationale for the decision.

At any time a union stakeholder may choose to discontinue their participation in the issue resolution process and enter the grievance process. The parties by mutual agreement will determine the appropriate step to enter the established grievance procedure and time limits for grievance purposes will commence upon exiting the issue resolution process. It is strongly recommended that grievance mediation be used prior to arbitration. At no time during this process may a management stakeholder opt out of the process.

COMPARISON WITH OTHER PROCESSES

Issue Resolution: Any issue that can not result in corrective action, at any stage of the process, is correctly placed in Issue Resolution. Issues may have multiple points of initiation (e.g. employee to employee, employee to supervisor, employee to department, supervisor to supervisor, department to department).

Corrective Action: Any issue that can result in corrective action, in whole or in part, is correctly placed in Corrective Action. If there are elements of the

subject issue that will not result in corrective action, those elements should be resolved through the Issue Resolution process (e.g. true employee tardiness and an on going/validated timekeeping malfunction).

Grievance Procedure: Any employee may opt out of the Issue Resolution or Corrective Action process and initiate a grievance. Timeliness of the grievance will be determined by contract language and the parties will jointly determine the appropriate step to initiate the issue.

Contract And Policy Issues: Contract or policy issues will not be processed through Issue Resolution. Instead, such issues will be directed to the appropriate union/management representatives for resolution.

INITIATION/OBLIGATION PROCESS FOR ISSUE RESOLUTION

➤ (Who has the obligation to respond to the request for Issue Resolution?)

An issue should first be addressed between the parties, in an informal manner, prior to the initiation of the following formal/documented process.

<i>Situation (Person with issue/ perceived source of issue)</i>	<i>Who Initiates</i>	<i>Who Coordinates and Responds</i>
Employee/Employee	<p>Employee presents issue in writing to parties designated by the SA LMP council on an issue resolution form</p> <p>Or, if the SA LMP council becomes aware of an issue that impacts a department, the council should initiate a meeting in writing and complete a issue resolution form</p>	The Service Area LMP council coordinates a meeting to include all stakeholders
Employee/Supervisor	<p>Employee/Union steward or Union Rep. presents in writing (Issue Resolution form) to the level of management immediately above the involved supervisor.</p> <p>If management becomes aware of an issue that impacts a department, management should initiate a meeting using the issue resolution form</p>	Management coordinates the meeting to include all stakeholders.

(Continued)

Situation <i>(Person with issue/ perceived source of issue)</i>	Who Initiates		Who Coordinates and Responds
Supervisor/Supervisor	<p>Supervisor presents the issue in writing (Issue Resolution form) to the level of management immediately above the involved supervisors</p> <p>If management becomes aware of an issue that impacts a department, management should initiate a meeting using the issue resolution form.</p>		Management coordinates the meeting to include all stakeholders.
Employee/Department process. (i.e. scheduling, patient care process, interpersonal)	<p>Employee presents issue in writing (Issue Resolution form) to the level of management immediately above the involved level.</p> <p>If management becomes aware of an issue that impacts a department, management should initiate a meeting using the issue resolution form.</p>		Management coordinates the meeting to include all stakeholders

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- Waiver of, as part of ACP	Side-letter #49	169	-	-
Health & Safety	See "Safety"	-	-	-
Holiday				
- Cesar Chavez Holiday	Side-letter #15	158	-	-
- Designated Holidays	904 - 911	17 - 18	-	-
- Martin Luther King, Jr. holiday	Side-letter #15	158	-	-
- Overtime Premiums, affect on	622	14	-	-
- Premium Pay	912 - 917	18	-	-
- Resources Network, commitment to work	Side-letter #62	192	-	-
- Standby Pay, affect on	611	12	-	-
- Waiver of, as part of ACP	Side-letter #49	169	-	-
Income/Extended Income Protection Plan	979 - 986	25 - 26	-	-

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Issue Resolution	Addendum 2	Back of Book	1(E) 22	-
Job Postings				
- Base Plus (20+ hour) jobs	2022 - 2031	55-56	-	-
- Cancellation of Position	2036	57	-	-
- Job Postings	2008 - 2010	53	-	-
- Variable Hour Jobs	2011 - 2017	53 - 54	-	-
Joint Staffing	-	-	1(C)(1)(b)	9
Jury Duty				
- 30-day cap on leave	Side-letter #12	157 - 158	-	-
- Jury Duty leave	1034 - 1037	29 - 30	-	-
- Pay for those on ACP	Side-letter #49	167	-	-
Lead Differential	806 - 807	15	-	-
Leave				
- Affect on Vacation Eligibility	919	19	-	-
- Bereavement	1038 - 1043	30	-	-
- Education	1044 - 1058	30 - 31	-	-
- Family & Medical	970	24	-	-
- Family	1011 & 1015	27	-	-
- Industrial Injury	See "Workers' Compensation"	-	-	-
- Jury Duty	1034 - 1037	29 - 30	-	-
- Leaves of Absence, eligibility for	1002	26	-	-
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Subject	Local Contract Reference		National Contract Reference	
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- Leaves of Absence, extension to max.	1009	26	-	-
- Leaves of Absence, requesting	1003 - 1006	26	-	-
- Life Balance Days	903	17	1(C)(4)	17
- Medical Leave, benefits while on	1020	27 - 28	-	-
- Medical Leave, entitlement to	1017	27	-	-
- Medical Leave, maximum duration	1018	27	-	-
- Medical Leave, return to work slip	1007	26	-	-
- Military	1059 - 1062	32	-	-
- Personal	1013 & 1015	27	-	-
- Personal Time Off	1031 - 1033	29	-	-
- Replacements During	1063	32	-	-
- Reporting Pay	613	13	-	-
- Sick	See "Sick Leave"	-	-	-
- Union	1407 - 1408	45	1(D)(1)	19
Life Insurance	1147 - 1152	39	-	-
Longevity Differential				
- Pay	804	15	-	-
- Part-Time Employees	1223	43	-	-
- Red circle, affect of	Appendix A	66	-	-
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Medical Leave				
- Benefits while on	1020	27 - 28	-	-
- Entitle to	1017	27	-	-
- Maximum Duration	1018	27	-	-

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- Maintenance of	312	4	-	-
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Nondiscrimination	2101	60	-	-
Non-Duplication of Premium Pay	618	13	-	-
Occupational Injury	See "Workers' Compensation"	-	-	-
On-Call Employees	See "Employees"	-	-	-
Overtime Premium Pay	605	11	-	-
Parents, Health Coverage for	1115	35	2(B)(1)(b)	30
Partnership, Labor-Management Pay	-	-	1(A) & (B)	5
- Across-the-Board (ATB) Increases	812 - 815	16	2(A)(1)	25
- Alternate Compensation Pay (ACP)	Side-letter #49	167 - 171	-	-
- Bereavement Leave, for Part-time	1225	43	-	-
- Bilingual Differential	625 - 629	14	-	-
- Call-in	614 - 616	13	-	-
- Consecutive Weekend Pay	507	6	-	-
- Docking of (due to tardiness)	Side-letter #25	160	-	-
- Education Leave - cashing in for pay	1049	31	-	-
- Education Leave - reimbursement pay	1052 - 1053	31 - 32	-	-
- Equity	Side-letter #61	188 - 192	-	-
- Holiday Premium	912 - 917	18 - 19	-	-
- Hourly Rate of Pay - by classification	Appendix B	68 - 143	-	-
- Jury Duty	1034 - 1037	29 - 30	-	-
- Lead Differential	805 - 807	15	-	-

Subject	Local Contract Reference		National Contract Reference	
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Pay, continued				
- Longevity Rates	804	15	-	-
- Market Sensitive Rate Increases	817	16	-	-
- Mileage Allowance	624	14	-	-
- Mileage Allowance, for floating	520	9	-	-
- Overtime Premium	605	11	-	-
- Performance Sharing Bonus	816	16	2(A)(3)	26
- Premium Pay – Non-Duplication	618	13	-	-
- Reporting	613	13	-	-
- Shift Premium	528 – 533	10	-	-
- Standby	611	12 – 13	-	-
- Stewards Meetings, Pay for attending	1304	44	-	-
- Termination	1900 – 1905	51 – 52	-	-
- Vacation	926	20	-	-
- Vacation – Call back from	934	20	-	-
Pension Plan	1130 – 1146	37 – 38	2(B)(2)	32
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Probationary Period				
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- Part-Time employees	1220	43	-	-
- Transfer Request, effect on	2019	54	-	-
- Trial-Period (for promotions/transfers)	1606	46	-	-
Rates of Pay	See "Pay"	-	-	-
Recall Rights, from Reduction in Force	2066 – 2069	59 – 60	-	-
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Subject	Local Contract Reference		National Contract Reference	
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- Employment & Income Security	2044	57	Attached to end of contract	
- Procedure	2045 - 2075	57 - 60	-	-
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- Diagnostic Imaging Technologist	Side-letter #32	163	-	-
- Radiation Safety Committee	Side-letter #22	160	-	-
- Return to Work / Safety Committee	Side-letter #52	172 - 173	-	-
- Safety	2201	60	1(C)(3)	15
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- Patient		-	1(C)(1)(c)	10
Schedules, Wage Rate	See "Pay"	-	-	-
Seniority				
- Bargaining Unit	2002 - 2003	52	-	-
- Central Staffing-Float Pool	Side-letter #9	154 - 157	-	-
- Departmental	2005 - 2006	53	-	-
- Indian Hill Medical Office	Side-letter #10	157	-	-
- Floating, affect on	519	9	-	-
- Holidays, affect on	911	18	-	-
- Job Bidding, affect on	2019 & 2032 - 2033	54 - 56	-	-
- KTO, affect on	517	7 - 8	-	-
- Life Balance Days, affect on	903	17	-	-
- Overtime, affect on	609	12	-	-
- Picking-up Add. hours, affect on	518 & 1204	8 & 41	-	-
- Recall, affect on	2067	59	-	-
- Reduction in Force, affect on	2046	57	-	-

Subject	Local Contract Reference		National Contract Reference	
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Seniority, continued				
- Standby Pay, affect on	611	12	-	-
- Union Leave affect on Seniority	1408	45	-	-
- Vacation, affect on	937	21	-	-
Shift				
- Rotating	516	7	-	-
- Premium Pay	528 – 533	10	-	-
- Less than 4-hours	504	5	-	-
- Split	524	9	-	-
- Variable Hour	2011 – 2017	53 – 54	-	-
Sick Leave				
- Accumulation Limit	954	22	-	-
- Commencement of Pay	953	22	-	-
- Conversion of Extended Sick Leave	954	22	-	-
- Dependents, using to care for	972	24	-	-
- Discipline, for using	961 – 962	23	-	-
- Earned Time Off, replacement of	901	17	-	-
- Extended Income Benefit	986	25	-	-
- Fringe Benefits, affect on	956	22	-	-
- Holiday during	974	24	-	-
- Integration with State Disability Insurance	975 – 978	24 – 25	-	-
- Make-Up Time	619	13	-	-
- Part-Time Employees, use by	964 – 966	24	-	-
- Retirement Credit, conversion to	968	24	-	-
Staffing				
- Adequate	522	9	-	-
- Joint Staffing	-	-	1(C)(1)(b)	9

Subject	Local Contract Reference		National Contract Reference	
	Paragraph	Page	Section	Page
Standby Pay	611	12	-	-
Stewards				
- Meetings	1304	44	-	-
- Shop Stewards	1404 - 1405	45	-	-
- Support for	Side-letter #50	171 - 172	-	-
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Subcontracting				
- Housekeeping Services at Clinics	320- 322	4-5	-	-
- Notification of	317	4	-	-
- Prohibition of	318	4	1(D)(4)	20
Termination Pay	1901 - 1905	51-52	-	-
Training	See "Education & Training"	-	-	-
Trial Period	1606	46		
Trust Fund, Labor-Management Partnership	Side-letter #61	191 - 192	1(B)(3)	6
Tuition Reimbursement	2503	61	-	-
Union				
- Access of Union Representative	1301	44	-	-
- Recognition	302 - 303	3	-	-
- Shop Stewards	1404 - 1405	45	-	-
- Support for Shop Stewards	Side-letter #50	171 - 172	-	-
- Union Activities	1402	44	-	-
- Union Leave	1407 - 1408	45	1(D)(1)	19
- Union Security	305 - 306	3	-	-
Vacancies, Posting of	2008	53	-	-

Subject	Local Contract Reference		National Contract Reference	
	Paragraph	Page	Section	Page
Seniority, continued				
- Standby Pay, affect on	611	12	-	-
- Union Leave affect on Seniority	1408	45	-	-
- Vacation, affect on	937	21	-	-
Shift				
- Rotating	516	7	-	-
- Premium Pay	528 – 533	10	-	-
- Less than 4-hours	504	5	-	-
- Split	524	9	-	-
- Variable Hour	2011 – 2017	53 – 54	-	-
Sick Leave				
- Accumulation Limit	954	22	-	-
- Commencement of Pay	953	22	-	-
- Conversion of Extended Sick Leave	954	22	-	-
- Dependents, using to care for	972	24	-	-
- Discipline, for using	961 – 962	23	-	-
- Earned Time Off, replacement of	901	17	-	-
- Extended Income Benefit	986	25	-	-
- Fringe Benefits, affect on	956	22	-	-
- Holiday during	974	24	-	-
- Integration with State Disability Insurance	975 – 978	24 – 25	-	-
- Make-Up Time	619	13	-	-
- Part-Time Employees, use by	964 – 966	24	-	-
- Retirement Credit, conversion to	968	24	-	-
Staffing				
- Adequate	522	9	-	-
- Joint Staffing	-	-	1(C)(1)(b)	9

Subject	Local Contract Reference		National Contract Reference	
	Paragraph	Page	Section	Page
Standby Pay	611	12	-	-
Stewards				
- Meetings	1304	44	-	-
- Shop Stewards	1404 - 1405	45	-	-
- Support for	Side-letter #50	171 - 172	-	-
Strike	See "Work Stoppage"	-	-	-
Subcontracting				
- Housekeeping Services at Clinics	320- 322	4-5	-	-
- Notification of	317	4	-	-
- Prohibition of	318	4	1(D)(4)	20
Termination Pay	1901 - 1905	51-52	-	-
Training	See "Education & Training"	-	-	-
Trial Period	1606	46		
Trust Fund, Labor-Management Partnership	Side-letter #61	191 - 192	1(B)(3)	6
Tuition Reimbursement	2503	61	-	-
Union				
- Access of Union Representative	1301	44	-	-
- Recognition	302 - 303	3	-	-
- Shop Stewards	1404 - 1405	45	-	-
- Support for Shop Stewards	Side-letter #50	171 - 172	-	-
- Union Activities	1402	44	-	-
- Union Leave	1407 - 1408	45	1(D)(1)	19
- Union Security	305 - 306	3	-	-
Vacancies, Posting of	2008	53	-	-

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Workforce Development	Side-letter #59	178 – 181	1(C)(2)	11
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- 8-hour Day/40-hour Week	504	5	–	–
- Change of Shift	514 – 515	7	–	–
- Consecutive Weekend Assignment	507 – 508	6	–	–
- Definition of Weekend	510	7	–	–
- Distribution of Work	522	9	–	–
- Floating	519 – 520	9	–	–
- KTO	517	7 – 8	–	–
- Picking-up Additional Hours	518	8	–	–
- Posting of Schedule	505	6	–	–
- Rest (Break) Periods	526	10	–	–
- Rotating Shift	516	7	–	–
- Split Shift	524	9	–	–
- Variable Hour Jobs	2011 – 2017	53 – 54	–	–
Work Stoppage (Strike)	1701	46	–	–
Work, Distribution of	522	9	–	–
Workers' Compensation				
- Benefits while on	1027 – 1030	29	–	–
- Duration, maximum	1025	28 – 29	–	–
- Filing for	1022	28	–	–
- Pension Service Credit, Maintenance of	2042	57	–	–

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Workers' Compensation, continued				
- Return to work – certification	1026	29	-	-
- Return to work – permanent restrictions	1024	28	-	-
- Return to work – temporary restrictions	1023	28	-	-
- Safety Committee	Side-letter #52	172 – 173	-	-